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Hull Electric Ry. Co.: motormen, conductors, etc., 324, 404.

International Transit Co.: motormen and conductors, 24.

London Street Ry.: motormen, conductors, barnmen, 395, 500.

New Brunswick Power Co.: conductors, motormen, 574, 717.

Niagara, St. Catharines and Toronto Ry. Co.: employees, 1,058.

Ottawa Electric Ry. Co.: employees, 574, 731.

Quebec Railway, Light, Heat and Power Co.: toolmakers, machinists, etc., 575, 802.

Sandwich, Windsor and Amherstburg Ry.: motormen and conductors, 252, 398.

Toronto Street Ry.: machinists, specialists, etc., 395, 488, 593, 1,058.

Winnipeg Street Ry.: shopmen and trackmen, 487, 575; machinists, etc., 709, 932; employees, 801; motormen, conductors, etc., 938.

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Canadian Northern Express Co.: employees, 324, 397, 710, 917.

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Steamship companies in British Columbia: various employees, 487.

B. C. Lake and River service (C.P.R.): marine engineers, 487.

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Collingwood Shipbuilding Co.: boilermakers, iron shipbuilders, etc., 177, 252, 325.

Dominion Shipbuilding Co.; carpenters, caulkers, etc., 917, 1,085.

Fraser Brace and Co.: machinists, blacksmiths, etc., 488, 575.

John Inglis Co.: boilermakers and iron shipbuilders, 801, 946.

Polson Iron Works: boilermakers and iron shipbuilders, 709, 801, 946; plumbers and steamfitters, 804; marine pipe and steamfitters, 709; carpenters, caulkers and joiners, 917, 1,085; marine painters, 1,058.

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Quebec Railway, Light, Heat and Power Co.: toolmakers, machinists, etc., 575, 802.

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Cooks, waiters and waitresses, at Victoria, 640; at Vancouver, 146; at Winnipeg, 146.
Hospital orderlies and storekeepers, 1,002.
Hydro-electric employees, at Hamilton, 1,002.
Telegraph operators, (C.P.R.) 1,002; Western Union Telegraph Co., 1,002.
Telephone operators, B. T. Co. at Toronto, 369; Ontario and Quebec, 1,002.

PRINTING, PUBLISHING AND PAPER GOODS:

Assistants, at Hamilton, 638.
Bookbinders, at Victoria, 999.
Compositors, at Halifax, 369; at Hamilton, 638; at Montreal, 145; at Ottawa, 145; at Saskatoon, 145; at Winnipeg, 369.
Feeders, at Hamilton, 638.
Floormen, at Hamilton, 638.
Pressmen, at Hamilton, 369, 638, 999; at Victoria, 999; at Winnipeg, 145.

PUBLIC EMPLOYMENT:

Civic carpenters, at Calgary, 1,001.
Civic employees, at Fernie, B.C., 1,001; at Hamilton, 1,001; at Nanaimo, B.C., 1,001; at Ottawa, 1,001; at Saanich, B.C., 1,001; at Toronto, 1,001.
Firemen, at Brantford, 640; at Kingston, 369; at Kitchener, 1,001; at Ottawa, 146, 369; at Peterborough, 369, 640; at Vancouver, 369; at Victoria, 640.
Foremen, at St. John, N.B., 640.
Gas works men, at St. Thomas, 1,001; at Victoria, 1,001.
Labourers, at Moncton, 369; at St. John, N.B., 640.
Policemen, at Brantford, 369; at Edmonton, 1,001; at Galt, 369; at Victoria, 1,001.
Street cleaners, at Vancouver, 640.
Teachers, at Montreal, 1,001; at Ingersoll, Ont., 1,001; at Regina, 1,001; at Winnipeg, 1,001.
Teamsters, at Moncton, 369; at Edmonton, 1,001.
Yard and shop employees, at Montreal, 1,001.

TEXTILES:

Cotton mill workers, at Montmorency Falls, 638.
Tailors, at Hamilton, 999.
Textile workers, at Hamilton, 999; at Kingston, 999.

TRANSPORTATION:

Coal teamsters, at Brockville, 1,000; at Hamilton, 1,000; at Vancouver, 145; at Winnipeg, 145.
Engineers and firemen: G.T.R., Montreal, 145.
Express employees: Canadian Northern Express, 1,000; Dominion Express, 1,000; at Winnipeg, 638.
Freight handlers: C.P.R., St. John, N.B., 145.
Longshoremen: Halifax, 369; Montreal, 1,000; St. John, N.B., 145.
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Stationmen: G.T.R., 638.
Street and electric railway employees: B. C. Electric Co., 1,000; Brantford, 639; Edmonton, 1,000; Hamilton, 638; Hull, 638; Kingston, 1,000; Kitchener and Waterloo, 369; Nelson, 1,000; New Westminster, 1,000; Ottawa, 1,000; Port Arthur and Fort William, 638; Regina, 1,000; Sandwich and Windsor, 638; Sault Ste. Marie, 145; Sherbrooke, 638; St. John, N.B., 1,000; St. Thomas, 1,000; Toronto, 1,000; Vancouver, 1,000; Winnipeg, 638.
Teamsters and carters, Vancouver, 145, 1,000; at Winnipeg, 145.
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THE

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

In this Issue

Except in industrial establishments seasonally quiet, employment during December continued at a high level. In some cases slackness due to fuel shortage was reported and there was some quietness during the holiday season. The cost of the weekly budget of staple foods was $12.24 for December as compared with $12.10 for the previous month and $7.95 for December, 1914. The Departmental index number of wholesale prices stood at 253.3 for December as compared with 247.3 for the previous month and 137.6 for December, 1914. Only four new strikes were recorded in December, as compared with six in the previous month. Three of the new and four of the old strikes were recorded as having terminated, leaving five unsettled strikes at the close of the year. Special articles deal with a report of the United States Employees Compensation Commision and with prices during the year 1917.

Proceedings under the Industrial Disputes Investigation Act

During December, majority and minority reports were received from the Board appointed to deal with a dispute between the Canadian Pacific Railway Company and its freight handlers at Vancouver. Two applications for Boards were received, one from conductors, trainmen and yardmen employed on the Canadian Northern Western lines and the other from employees of the Dominion Coal Company at Glace Bay. In the former case a Board was established and in the latter an investigation which was being conducted by the Government into the shortage of coal production, obviated the necssity for the establishment of the Board. No action was taken on the application for a Board received during November from maintenance-of-way employees of the Grand Trunk Pacific Railway as it was deemed advisable to await the outcome of the enquiry which had been made into a dispute affecting the same class of employees on the Canadian Pacific Railway. A further communication from Mr. D. Campbell, who was a member of a Board appointed to investigate a dispute between the Canadian Pacific Railway and its maintenance of way employees was received. Mr. Campbell had already made a minority report and his letter was in reply to a supplementary report of the Chairman of the Board. During December the International Transit Company accepted the award of the Board which had enquired into a dispute affecting the employees of the street railway at Sault Ste. Marie and Steelton; the employees had already accepted the award.

Workmen's Compensation in Quebec and New Brunswick

In December representatives of the Trades and Labour Congress of Canada, the Montreal Trades and Labour Council, the Labour Party of Montreal and the Brotherhoods of Railway Employees waited upon the Cabinet of the Quebec Government and presented a number of resolutions dealing with the high cost of living, home work in the garment industry, technical education, factory inspection and other matters. Perhaps the most important resolution was that which asked for better workmen's compensation in the province. (See also issue of September, 1917, p. 662.) It was pointed out that the provinces of Ontario, Nova Scotia and British Columbia had appointed special commissions which had studied the question of workmen's compensation, and in view of their recommendations new compensation acts had been passed in these three provinces. These new acts, it was asserted, were vastly superior to the legislation in force in the Province of Quebec, and it was urged that a special commission should be appointed to study the question with a view to having a new Workmen's Compensation legislation enacted at the next session of the Quebec Legislature. The Commission appointed by the Provincial Government of New Brunswick to inquire into the operation of the Workmen's Compensation Act of New Brunswick has been taking further evidence (see also issue of August, 1917, p. 572) and has held meetings in different parts of the province. It is reported that the general opinion of both employers and employees is that much improvement can be made in the present Workmen's Compensation Act.

The New York State Industrial Safety Congress

The December issue of the Bulletin of the Industrial Commission of New York State is given over almost entirely to a report of the deliberations of the Third New York State Industrial Safety Congress, held at Syracuse, N.Y., in the first week of December. Over one thousand representatives of manufacturing corporations, trade unions and safety organizations were in attendance. Six distinct features stood out in the deliberations:

1. Relative responsibilities of employers, employees and the public in promotion of safety and prevention of accidents.

2. What will be the effect upon individual safety and industry after the war?

3. What effect will maimed war veterans have upon industry after the war?

4. Concession upon the part of th manufacturers of the State as a whole that the inspection force of the New York State Department of Labour is an exceedingly high-class and efficient body of men and women.

5. Determination to maintain New York States high standard of industrial efficiency, war or no war.

6. That compulsory education of all foreigner workers would conduce to greater industrial safety.

President Carleton A. Chase of the Associated Manufacturers and Merchants of New York State emphasized the service the Congress might render in connection with the problem of maimed soldier workmen. Dr. Royal H. Meeker, United States Commissioner of Labour Statistics, said that workmen's compensation laws should be standardized, and

expressed the hope that the time of standardization and uniformity in compensation laws all over the United States was not far off. A paper on "The English for Safety Campaign by the State Industrial Commission" was given by Mrs. Marian K. Clark, Chief Investigator of the New York Industrial Commission's Bureau of Industry and Immigration. On Tuesday, Wednesday and Thursday, morning sessions were given over to set papers, while the afternoons were devoted to "round table discussions" led by practical experts. Tuesday was "employers' day." Wednesday was "employees' day," while Thursday was "State Industrial Commission day." At the morning session on Tuesday, Dr. Lucian W. Cheney, of the United States Bureau of Labour Statistics, read a paper on "The Engineering Factor in Safety Work." He said that safety men must recognize that they are dealing with two very different classes of things—the causes of minor injury and the causes of death.

The first is in a large measure a matter of the human factor, but in the second there is needed a re-examination of industry from the engineering standpoint, to the end that the lurking dangers which lead to death may be discovered and remedies devised and applied. James Eaton, of the General Electric Company of Schenectady, urged the extension of the anti-accident campaign, and Mr. F. S. Katura, Chief Engineer of the Department of Finance of the Imperial Government of Japan, gave an interesting talk on labour conditions in Japan. In the afternoon discussion on "employers' day," the subjects discussed were mechanical devices or education, shop conditions, and accident prevention in its relation to labour turnover. The evening was devoted to addresses on safety campaigns in the State of New Jersey and in the City of Rochester. On "employees' day," the first speaker was R. M. Little, Chairman of the United States Employees' Compensation Commission, who outlined safety conditions in governmental industrial establishments. John M. O'Hanlon, of Troy, read a paper on "Disciplining Careless Workmen." The Wednesday evening session was given over to "Women in Industry as a Result of the War." On "State Industrial Commission day," Charles B. Barnes, Director of the Industrial Commission's Employment Bureau, read a paper on "The Labour Market," and inspectors of the Commission discussed factory exits and fire hazards, the enforcement of labour laws, safeguards and safe practices, and co-operation between employer and employee and factory inspectors. The safety exhibit of practical safety devices and the exhibit of the work of the various bureaus of the State Industrial Commission attracted widespread attention.

* * *

Labour Committee, Maritime Board and Agricultural Wages Board in the United Kingdom

The December *Labour Gazette* of the Ministry of Labour of the United Kingdom reports that the War Cabinet have appointed a committee to co-ordinate the action of governmental departments on matters connected with industrial wages and disputes by laying down general principles for their guidance and settling questions of policy affecting more than one Department. The War Cabinet Labour Committee will not supersede Arbitration Tribunals set up under the Munitions of War Acts by the Ministry of Labour, and that administration will remain with the Government departments concerned. The chairman of the committee is the Right Honourable G. N. Barnes, M.P.

The Shipping Controller announced November 2 that shipowners and seamen had agreed to the formation of a National Maritime Board to settle the standard rates of pay for officers and men of the mercantile marine and to advise on all questions relative to the personnel of the mercantile marine. The chairman of the Board is Sir Leo Chiozza Money, M.D. There are six re-

presentatives of shipowners and separate panels of representatives of deck officers, engineers, seamen and firemen and men of the catering departments, respectively. Revised schedules of pay for various classes of seamen have already been agreed upon.

The Board of Agriculture and Fisheries have established the Agricultural Wages Board for England and Wales under Part II of the Corn Production Act, 1917. The Board consists of 39 members, of whom seven are appointed as impartial members and the remainder as representatives in equal numbers of the interests of employers and workers, respectively. Of the 16 representatives of employers, the Royal Agricultural Society, the National Farmers' Union, the Central and Associated Chambers of Agriculture, and the Welsh Agricultural Council were each invited to elect two members, and of the representatives of workers, the National Agricultural Labourers and Rural Workers' Union were invited to elect six, and the Workers' Union two. The remaining representative members have been nominated by the president of the Board of Agriculture and Fisheries after consultation in regard to the representatives of workers with the Minister of Labour.

* * *

Changes in the occcupations of women and girls in Great Britain during the war,

An interesting analysis of the pre-war occupations of some 524,000 female munition workers in the United Kingdom appears in the December issue of the *Labour Gazette* of the British Ministry of Labour. The workers whose occupations were investigated were those to whom unemployment books were issued up to January, 1917, under the National Insurance (Part II) Munition Workers Act of 1916. Of the total number, 444,137 (380,470 women and 63,667 girls) stated their occupations definitely enough to make tabulation possible, and the following table shows that of this number nearly 308,000 had changed their occupations:

Pre-War Occupations.	Occupations at January, 1917				
	Metal Trades (excluding Engineering)	Chemical Trades (including Small Arms)	Clothing Trades	Other Trades	All Insure Trades
Same Trade.....	53,249	14,634	38,256	30,399	136,538
Household Duties, and not previously occupied.....	18,927	52,407	9,334	17,843	98,511
Textile Trades....	3,408	6,226	1,000	4,374	15,008
Clothing Trades...	4,635	17,911	8,430	8,787	39,793
Other Industries...	12,458	20,879	5,745	10,065	49,147
Domestic Service..	12,502	44,438	4,970	12,062	73,992
Other non-industrial occupations	5,449	17,079	3,643	4,977	31,148
Total Insured...	110,628	173,604	71,378	88,527	444,137

In July, 1917, the latest date for which figures were available, the number of women drawn into industrial work (including Government establishments) was 720,000, or about double the number drawn into the trades here considered, and assuming that the whole of the increase of 720,000 can be accounted for in the same manner, it would mean that it is made up as follows: 231,000 women and girls who were previously unoccupied, 173,000 who were domestic servants, 243,000 who came from other industries, including 93,000 from the clothing trades, and 73,000 from non-industrial occupations other than domestic service. It is pointed out that the fact that so many persons have left a trade cannot be taken to indicate that the numbers employed have decreased by an equal amount, because these trades have in their turn drawn in workers from the outside.

The following table shows what percentage of the total classified for each group of insured trades had been previously employed in the same occupation, and what percentage had been drawn from the various other occupations. It will be seen that 48.1 per cent of the women and girls in the metal trades insured under the Act were previously employed in the same trade, while 51.9 per cent were drawn from other occupations. In the chemical

trade only 8.4 per cent were previously in this line, but it is pointed out that this is due to the great developments in the manufacture of explosives since the outbreak of the war. In the clothing trade 53.6 per cent were employed in this line before the war, while in the lines included in "other trades" 34.3 per cent of those now engaged are following their pre-war occupation. Taking all the insured trades together, about 31 per cent have not changed their occupations, 22 per cent were previously unoccupied or engaged in household duties, 23 per cent came from other industries, and 17 per cent from domestic service.

Pre-War Occupations.	Occupations at January, 1917				
	Metal Trades	Chemical Trades	Clothing Trades	Other Trades	All Insured Trades
Same Trade.....	48.1	8.4	53.6	34.3	30.7
Household Duties, and not previously occupied.....	17.1	30.2	13.1	20.2	22.2
Textile Trade.....	3 1	3.6	1.4	4.9	3.4
Clothing Trade...	4.2	10.3	11.8	9.9	9.0
Other Industries..	11.3	12 0	8.0	11.4	11.1
Domestic Service..	11.3	25.6	7 0	13.7	16.6
Other non-industrial occupations.....	4.9	9.9	5.1	5.6	7.0
Total Insured ..	100.0	100.0	100.0	100.0	100.0

* * *

Labour Jottings

On Christmas Eve the American Bank Note Company of Ottawa announced the inauguration of a system of life insurance for its employees. The amount of insurance is based on wages received and length of service. In the case of female employees the minimum policy is $500 and the maximum $1,000, and in the case of male employees the minimum is $1,000 and the maximum $4,000. The entire expense of the plan is borne by the company. Some five hundred male and female employees will be affected.

Under date of August 21, 1917, the Parliament of the United Kingdom passed "An Act to provide for an addition during the present war and a period of six months thereafter, to the amount of the compensation payable under the Workmen's Compensation Act of 1906, in cases of total incapacity."

It is reported that such members of the civil service of British Columbia as would be protected by the Workmen's Compensation Act of the province if engaged in private enterprise, will be brought under that measure in the near future.

At a recent meeting of the provincial labour executive and representatives of the Saskatchewan Government, the passing of legislation on alien labour, child labour and other labour subjects was discussed.

It is reported that the Housewives' League of the City of Quebec have undertaken with considerable success measures for reducing the cost of living. Potatoes, flour and other foods have been bought in quantities at reduced rates. The League also pointed out to the City Council that by local custom potatoes were sold in 80-pound bags while those brought in from outside points were sold in 90-pound bags. In view of their representations the municipal authorities fixed the weight of a bag of potatoes for sale in the city at 90 pounds.

Some account of the disruption of industry caused by the Halifax disaster is given on page 15.

According to the Firemen's Herald of December 8th, 1917, members of the police and fire departments in Cincinnati, Ohio, have been forbidden to join "any organization or society the objects or purpose of which shall, either directly or indirectly seek to interfere with the discipline and conduct of a member of the department and the exclusive control of the police department (or fire department) by the Director of Public Safety."

A Bill has been introduced into the United States Congress providing for organization of an employment service in the Department of Labour. The Bill, which is substantially the same as the one outlined in the October, 1917, *La-*

bour Gazette (page 768) calls for an appropriation of $1,000,000 for the fiscal year ending June 1, 1918, and $2,000,000 for each fiscal year thereafter for the assistance of public employ bureaus in the various states which conform to regulations laid down by the Federal Bureau.

The United States Compensation Commission recently announced the settlement of a claim of a railway postal clerk who had been thrown from a mail coach on the Baltimore and Ohio Railway and seriously injured. Instead of filing suit against the Company he assigned the right to the Compensation Commission as permitted under the Federal compensation act. The Commission paid compensation at the rate of $66.67 per month, settled the hospital and doctor bills and took up the question with the railroad. On the basis of the reports of impartial physicians a settlement was effected with the railway for the sum of $2,500.

A report of the Department of Labour on Strikes and Lockouts in Canada, 1901-1916, will be ready for distribution in the course of a few weeks.

The index of the 1917 volume of the *Labour Gazette* accompanies this issue.

INDUSTRIAL CONDITIONS DURING DECEMBER, 1917

I.—GENERAL REVIEW

The Labour Market

On the whole employment continued on the same high level in December, except in industries seasonally quiet. There was some quietness during the holiday season and in a few cases slackness due to fuel shortage was reported. Employment in the steel industry was very good and also in metals and machinery generally, except in a few establishments affected by shortage of materials. Employment in shipyards continued brisk and much of the unskilled labour released from 'longshore work was absorbed. At Montreal, munition workers were in demand and at Toronto munition workers and toolmakers were wanted. Fitters were required for Halifax and boilermakers and stove mounters were in demand at several points. In foods employment was very good. In most cases flour mills worked day and night and cereal mills were busier owing to some modification of the Food Controller's regulations. Bakers and confectioners were well employed with the Christmas trade and employment in sugar refineries was better than last month except at St. John N.B., and Kitchener, Ont. Meat packing houses also reported improvement and abattoir hands were in demand at Toronto. Brewery workers were slack at most points, and employment for cigarmakers was only fair. Employment in textiles was good and some overtime was worked. In clothing, workers on hats, caps, gloves and fur were generally busy, but some quietness was reported by clothing firms at Ottawa, Hull and Winnipeg, and there was slackness also in collar and button factories. Employment in pulp and paper mills was reported good except at Ottawa, where there was a falling off in the demand for newsprint and some difficulty in securing material. Printers on newspaper work continued fairly well employed and there was an improvement in job printing. The Christmas trade afforded an increase in the volume of employment for workers on paper bags and boxes. Reconstruction operations at Halifax set up an active demand for building materials and increased the volume of employment in sash, door and planing mills

in the maritime provinces and in parts of Ontario and Quebec. In the west planing mills continued quiet. Boot and shoe workers were on the whole well employed, and workers in tanneries had a good month. Employment for railway workers continued good and there was a demand for trackmen at Montreal, Fort William, Port Arthur and Edmonton. Employment in railway shops was very good. Employment for 'longshoremen was good at both Atlantic and Pacific ports. In the metal mines at Cobalt and Porcupine employment continued good and with the settlement of the strike at the Trail Smelter metal mining in British Columbia was more active. Coal miners in Nova Scotia and in Alberta and British Columbia were well employed, and miners were in demand at Edmonton. Employment in lumbering camps continued good, with a demand for bushmen at Montreal, Ottawa, Toronto, Fort William, Port Arthur, Winnipeg, Saskatoon, Edmonton and Calgary. Employment in the building trades as indicated by the value of building permits issued in 35 cities decreased 59.3 per cent as compared with November, and 81.6 per cent as compared with December, 1916. At points in the Maritime Provinces, Quebec and Ontario, there was a heavy demand for carpenters, glaziers and builders' labourers for reconstruction work at Halifax. In civic employment, reports from 15 cities indicated an increase of 17 per cent in the number of employees temporarily employed, and a decline of 15 per cent in the wages paid such employees in the first payroll period of two weeks, as compared with the same period in November. With the seasonal quietness in agriculture the demand for farm labourers declined, although at Winnipeg, Saskatoon and Edmonton, there was some demand for help on stock farms. The demand for workpeople at 110 employment offices showed a decline of 16 per cent compared with October and a gain of about 9 per cent as compared with November, 1916.

Strikes

There was a decline in the number of strikes in existence and in the number of strikes recorded in December, although there was a slight increase in the time loss due to industrial disputes. Four new strikes were recorded in the month as compared with six in November. In all there were 12 strikes, involving 25 firms and 3,209 employees, in existence at some time or other in December. The total time loss was estimated at 33,192 working days, as compared with 26,844 in November and 12,523 in December, 1916. There were eight disputes carried over from November, and three of these, together with three of the December strikes, terminated during the month, while one dispute was regarded as having ceased to affect conditions, leaving the five following unterminated strikes on record at the end of December: plumbers and steamfitters, St John, N.B.; moulders, Galt, Ont., and boilermakers, garment workers and cigarmakers at Montreal, Que.

Prices

In prices the greatest increases appeared in some grains, and in fodder, fresh fish, bananas, lemons and textiles, while there were smaller advances in many other commodities. In the retail prices of foods there were slight increases in many of the staples, but the more important increases appeared in salt pork, lard, eggs and potatoes. Coal and wood were also higher. The average cost of a family budget of staple foods was $12.24 for December as compared with $12.10 for the previous month, $10.10 for December, 1916, and $7.95 for December, 1914. The Departmental index number of wholesale prices, based on the average prices of 272 commodities during the decade 1890-99, was 253.5 for December, as compared with 247.3 for the previous month, 207.4 for December, 1916, and 137.6 for December, 1914.

II.—THE INDUSTRIES AND TRADES

Metals, machinery and conveyances.—The Sydney steel plant reported production for December as follows: pig iron 48,000 tons, ingots 32,000, blooms, billets and slabs 24,000, wire rods 5,000, wire and products of wire 12,000, as compared with a production in November of pig iron 29,000, ingots 34,000, blooms, billets and slabs 29,000, rods 7,000, wire and wire products 1,500. Four blast furnaces were in operation, and while the rail and merchant mills were idle all the men were well employed. At the Sydney Mines steel plant the production of iron was 6,200 tons and of steel 8,000 tons, as compared with 7,200 tons of iron and 9,700 tons of steel produced during the previous month. Halifax reported the rolling mills and skate factory of the Starr Manufacturing Company damaged, but it was expected operations would be resumed in January. The workshops of the drydock at Halifax were destroyed. Westville reported steel plants working at capacity, and at Amherst, machine shops and the Canada Car Company's plant were active. Truro reported steel works running full time in two shifts, and at St. John, rolling mills, shipyards and other metal industries were active. Moncton reported the Government railway shops active and normal conditions in foundries; machine shops were well supplied with work, but were short of skilled machinists. At Fredericton more hands were taken on at machine shops. Montreal reported the Lachine plant of the Dominion Bridge Company had orders which would keep the plant busy for several months. At Quebec, shipbuilding and repairing trades had a busy month. At Sherbrooke, metal industries were active, though not as busy as during the same period of last year. Three Rivers and Sorel reported iron foundries and machine shops active; employment in ship yards at Sorel was fairly good. Toronto reported the metal and machinery trades busy except where work was retarded by scarcity of material and working forces at some plants were decreased. At Hamilton all branches of the metals, machinery and conveyances group were active, with a demand for labour in the manufacture of locomotives and cars, stoves and furnaces and electrical apparatus. St. Catharines and Niagara Falls reported metal working plants busy, and at Niagara Falls skilled labour was in constant demand. Foundries and machine shops at Ottawa were busy, and there was a demand for boilermakers, machinists, stove mounters and pattern makers; one plant at Renfrew finished operations and released a small number of employees. Brockville reported a fair amount of activity on boilers, stoves and furnaces and hardware, but motor boat building was quiet. The Canadian Locomotive Works and the Shipbuilding Company at Kingston were active, and at Belleville and Peterborough all branches of the metal trades were busy. Galt reported stove and furnace foundries, engine and boiler factories and other branches of the metals group active, and at Brantford, agricultural implement plants were working overtime.

Manufacturing

Kitchener reported the various branches of the metals group normally engaged, and at Guelph there was a demand for skilled workmen in machine shops and foundries; Stratford also reported a demand for men in the metals group. At Woodstock the supply of labour in wagon factories was equal to the demand, but in stove and furnace foundries, moulders, mounters and polishers were required. London reported foundries and machine shops busy, and at St. Thomas, iron foundries and the railway shops were active. Chatham report-

ed the metals trade active, but owing to the low pressure of natural gas for fuel several factories closed down for a few days. Windsor also reported metal factories adversely affected by fuel shortage, but the bridge works and other iron plants were making parts for stock and expected to keep the greater part of their hands busy during the slack season. Machine shops and foundries at Owen Sound were busy, and Orillia reported the stove foundry and agricultural implement foundry active. At Port Arthur, iron working establishments and shipbuilding yards were short of machinists and iron workers. In Fort William, the car works, the foundry and the Northern Engineering Works were busy and short of mechanics, though there was a sufficient supply of ordinary labour owing to the release of 'longshoremen. Winnipeg reported all branches of the metal and machinery group well employed, and at Brandon, agricultural implement plants and machine shops were busy. Medicine Hat reported the metal working industries quiet, with the exception of a few shops engaged in special work. Calgary reported locomotive shops and iron works fully employed, but at Edmonton the Edmonton Iron and Machinery Company, having finished a number of its contracts, laid off some employees. Vancouver reported activity in engine works and in boat and shipbuilding yards; iron foundries and ship yards at Victoria were fairly brisk.

Food, tobacco and liquors.—Halifax reported that the Richmond plant of the Acadia Sugar Company was completely destroyed, but the company's refinery at Woodside continued busy, though closed for a short time awaiting shipments of raw sugar; bakers continued in operation, but two breweries were destroyed. St. John reported flour and feed mills busy, but the sugar refinery was working with a reduced staff; one brewery shut down and another was expected to close the first of the year. Moncton reported the biscuit factory running to capacity, and at Fredericton, meat packing houses and confectioneries were busy. At Montreal, manufactures of food, tobacco and liquors reported an increase of business during the holiday season. Quebec reported baking and confectionery establishments active, and Sherbrooke and Hull reported meat packing houses active. At Toronto, flour and feed mills, abattoirs and meat packing houses were busy, and two companies commenced the manufacture of oleomargarine; baking and confectionery establishments were busy and candy factories worked overtime; fruit canning and extract firms were active most of the month and a modification of the order of the Food Controller regarding the package of cereal products resulted in a renewal of activity in this industry. At Hamilton, flour mills, meat packing houses and fruit and vegetable canneries were active, and there was a demand for cigarmakers. Peterborough reported flour and cereal mills working overtime and meat packing houses very busy. At Brantford, milling companies were running full time and confectioneries were active. Kitchener reported flour mills active, meat and sausage plants, bakeries and confectioneries busy, but the sugar factory closed down; cigar factories had a fair month, but breweries were quieter. At Guelph and Stratford the various branches of the food group had an active month, and at Woodstock there was a demand for women in baking and confectionery establishments. London reported biscuit and confectionery factories working overtime and the Corn Flake Company, which had been quiet for some time, resumed active operations. Chatham reported flour mills and meat packing houses very active and the sugar factory working 24 hours a day, seven days a week. At Windsor, food and tobacco industries were busy, but breweries and distilleries were quiet. Oatmeal mills at Owen Sound were running day and night. Winnipeg reported confectioneries busy, with experienced chocolate dippers and bakers in demand; milling companies and abattoirs reported a fair month's business. At Brandon, flour mills were active, but cigar fac-

tories and breweries were dull. Regina and Prince Albert reported the foods group busy, and at Medicine Hat there was a scarcity of help in candy factories. At Lethbridge, flour mills were fairly busy and breweries were working overtime. Calgary reported flour mills running day and night shifts and abattoirs and meat packing houses steadily engaged. Cigar factories reported business good and breweries and soft drink establishments showed improvement. At Edmonton the Swift Canadian packing house increased the number of its employees. Vancouver reported flour and feed mills, the sugar refinery and abattoirs steadily employed; fruit and vegetable canneries were quiet and evaporating plants had completed contracts; cigar factories were dull.

Textiles, cordage and carpets.—Halifax reported that the Dominion Textile Company's cotton factory, which employed about 200 hands, was burned, but employees were being placed on other of the company's mills. About 50 women were thrown out of employment by damage to the Dartmouth rope works. Amherst reported woollen mills working full time, and at Truro, woollen mills were steadily employed. Cotton factories at St. John were active. At Moncton, woollen mills and underwear factories were in active operation, and at Fredericton, cotton factories were working full time. At Montreal, cotton mills made large deliveries of spring lines and still had heavy orders on hand. Cotton mills at Quebec worked overtime, and at Sherbrooke, cotton factories were busy. Three Rivers reported the Wabasso Cotton Company active. Toronto reported knitting mills busy, with night shifts during most of the month, but towards its close factories were quieter owing to stock-taking. The carpet factory was very active, but the rope and twine factory was quiet. At Hamilton, weavers were required in the cotton factory, and other branches of the textile group were busy. St. Catharines reported woollen and knitting mills busy, with orders ahead, but in silk mills there was a falling off in employment. Kingston reported cotton, woollen and knitting mills in need of more help, and at Galt, cotton and woollen mills were well employed. At Brantford, woollen and knitting mills were advertising for labour. The Guelph worsted spinning mills reported enough orders on hand to last for a year, and at Stratford, woollen, hosiery and knitting factories were very busy. Knitting factories at Woodstock reported a demand for women, and at London and St. Thomas, knitting companies were well employed. Chatham reported woollen mills and textile companies active, and at Owen Sound, while knitting mills were busy, woollen mills were closed down until spring. At Winnipeg, bag factories were well employed, and knitting mills, while reporting business quiet, maintained their usual staffs; some tent and awning factories laid off a few hands, but others kept staffs busy making up stock. Tent and sail factories at Vancouver were steadily employed.

Clothing and laundering.—Truro reported the cap factory steadily employed and ready-made clothing factories at St. John were well employed. Hat and cap factories at Moncton were in active operation. The garment making industry at Montreal was disturbed by a strike in one establishment. Quebec reported clothing trades active and fur workers very busy. Ready-made clothing establishments at Sherbrooke were well employed, but at Hull, clothing factories were not as well employed as in November. Toronto reported the different branches of the clothing industry fairly well employed; glove and fur manufacturers were busy, and whitewear firms advertised for experienced operators; steam laundries were active, but dyeing establishments were quiet. Hamilton reported clothing factories and shirt and collar factories and whitewear factories active and a demand for labour in steam laundries and dyeing and cleaning establishments. At Niagara Falls, hat, corset and suspender factories were busy, but at Ottawa, clothing factories reported

quieter conditions and a dyeing and cleaning establishment placed its staff on short time. At Brockville the Walthosen Hat Corporation was fairly busy, and manufacturers of gloves were active. Brantford, Kitchener, Stratford and London reported clothing factories active, and at Kitchener there was a demand for help in some departments of clothing and shirt and collar factories. Guelph reported the women's whitewear factory and the felt hat factory running full time. At Windsor, shirt, collar and button factories were quiet. Winnipeg reported ready-made clothing factories somewhat quieter and some of the shirt factories slightly reduced their working forces; cap manufacturers were fairly busy, and glove factories reported experienced help in demand; some inexperienced hands were laid off in fur factories, but whitewear factories were busy. Edmonton reported the Great Western Garment Company fairly busy, and at Vancouver garment workers were well employed, though dressmakers and milliners, owing to seasonal dullness, were not fully engaged. Shirt and overall factories at Victoria were normally employed.

Pulp, paper and fibre.—St. John reported pulp mills operating steadily, and at Newcastle, pulp and paper makers were very busy, with a shortage of unskilled labour. Sherbrooke and Three Rivers reported pulp and paper mills steadily employed. The beaver board company near Hull, owing to heavy orders from Halifax, worked considerable overtime. Manufacturers of roofing paper at Hamilton and pulp and paper mills at St. Catharines were active. Ottawa reported that the demand for newsprint fell off slightly and paper companies reported difficulty in securing some raw materials. Pulp and paper mills on the Pacific coast were active, and several hundred men were employed upon the construction of a new mill on the west coast of Vancouver Island.

Printing, publishing and paper. — One printing establishment at Halifax was totally destroyed by the explosion and 25 employees were killed. Other establishments, while damaged, were able to carry on business. St. John reported newspaper offices and paper box factories busy and job printing fair. Moncton and Newcastle reported printing establishments well employed, and at Newcastle printers worked considerable overtime. At Fredericton, employment in printing in newspaper and job printing offices was well maintained. Montreal and Quebec reported printers well employed, and at Toronto, printers, bookbinders, lithographers and allied trades were active. Hamilton reported newspaper and job printing offices fairly busy, and binderies, engraving and lithographing and paper box factories active. At Ottawa, newspapers, engraving and job printing companies had an active month, but paper bag and box companies reported some falling off after the completion of Christmas orders. St. Catharines, Brockville, Kingston, Belleville, Galt, Brantford, Guelph and St. Thomas reported the printing trades well employed. Woodstock and Chatham reported a demand for experienced men. Windsor reported newspaper and job printing establishments well employed, but paper box manufacturers quieter. At Winnipeg, printing and publishing establishments reported active conditions and there was a demand for experienced help. Regina, Medicine Hat, Lethbridge and Calgary reported newspaper and job printing offices and binderies busy. At Edmonton, newspaper offices employed all hands, but job printing was only fairly busy. Vancouver reported newspaper printing active and job printing improving. Victoria reported an improvement in printing offices and an increased demand for paper boxes.

Woodworking and furniture.—Reconstruction operations at Halifax created an active demand for the products of sash, door and planing mills, and these establishments in many Maritime Province centres were very active. Quebec reported sash, door and planing mills had a good month, but box factories were dull. Three Rivers also reported sash,

door and planing mills busy. At Toronto, wooden box makers, furniture workers and piano workers had plenty of employment, and at Hamilton all branches of the woodworking and furniture group were active. St. Catharines reported sash, door and planing mills fairly active, and at Ottawa, sash, door and planing mills were busy on boxes and on building material for Halifax. At Kingston, broom factories reported a fair amount of employment and piano factories were busy. Belleville, Galt and Brantford reported sash and door factories well employed, and at Kitchener, furniture factories and other branches of the woodworking group were busy. Guelph reported sash and door factories quiet, but the piano and organ factory was running full time. At Stratford, furniture factories and broom and cooperage works were active. At Woodstock, furniture factories and piano and organ factories reported a steady demand for skilled labour. The Sherlock Manning Piano and Organ Company at London was very busy. At Chatham and Windsor, sash and door factories and planing mills showed some slackening, but at Windsor, piano factories were running with full staffs. Owen Sound reported fair conditions in the woodworking and furniture group. Prince Albert reported planing mills quiet, but at Medicine Hat they continued fairly active. Victoria reported sash, door and planing mills dull, but cooperage establishments busy.

Leather, boots, shoes, rubber. — St. John reported the tannery working steadily and the boot and shoe factory busy. At Fredericton, boot and shoe workers were fairly well employed and larrigan factories were busy. Montreal reported fair activity among boot and shoe workers in the first part of the month, but a general closing down for a week or ten days at the end of the year. At Quebec, tanneries and boot and shoe factories continued quiet. At Sherbrooke, however, shoe factories had a good month. Three Rivers reported boot and shoe factories quiet. Toronto reported tanneries busy, but boot and shoe factories quiet and fair conditions in trunk and bag factories. Boot and shoe factories at Hamilton were fairly busy, and at St. Catharines, rubber footwear factories were well employed. Ottawa reported the S. H. Borbridge harness factory busy up until the last week of the month when its plant was destroyed by fire. Kingston reported tanneries active, and at Peterborough, boot and shoe workers were busy. Galt reported that the boot and shoe industry showed improvement, and at Brantford the Brandon Shoe Company was running full time. At Kitchener, tanneries worked full time, some shoe factories were quiet, but others were working overtime, and trunk factories had a good month. The Dominion Tire Company laid off a number of hands owing to seasonal slackening. Rubber factories continued very busy. Tanneries at London, Owen Sound and Orillia were steadily employed. Brandon reported tanneries and trunk and horse goods factory fairly active, and at Calgary, trunk, bag and harness workers were fully employed. Shoe workers at Vancouver were steadily engaged.

Clay, glass and stone.—Moncton reported that the Humphrey Glass Company, which formerly operated at Trenton, N.S., was erecting a new factory. Hamilton reported pottery and porcelain works required labour and that other branches of the clay, glass and stone group were active. Belleville reported the pottery active, but at Chatham, brick, tile and cement works were quieter owing to the extreme cold. Brick plants at Medicine Hat were quiet, but the Medalta stoneware company was fairly busy.

Paints, oils, chemicals, explosives.—Halifax reported that the buildings and plant of the Brandram-Henderson paint company were damaged, but at the end of the month the company was in a position to handle orders. Montreal reported paint and varnish manufacturers fairly busy, and at Hamilton, soap factories and manufactures of acids and drugs

were active. Brantford reported the starch and varnish factory well employed, and at Windsor, while paint and varnish works were quieter, drug manufacturers were active, with a good demand for woman help. Winnipeg reported soap factories normally employed. At Regina the oil works was running full time, but the soap factory reported employment only fair. Vancouver reported the petroleum refinery fairly busy.

Water, light and power.—Employment in water, light and power companies continued normal, except in some instances where additional working forces were necessary to make repairs occasioned by cold and stormy weather. Niagara Falls reported that the continuation of work on the Montrose-Chippewa power canal afforded employment for several hundred workmen.

Transportation

Earnings of the Canadian Pacific Railway during November were $15,191,162, as compared with $13,401,943 for the same month in the previous year. Sydney reported railway transportation active, and Westville reported very heavy shipments of freight, though there was still a shortage of cars. The shipment of supplies and building material to Halifax during the latter part of the month occasioned great activity on railway lines in the Maritime Provinces. Montreal and Quebec reported freight and passenger traffic heavy and other points in the Province of Quebec reported the volume of employment for railway workers well maintained. Toronto reported railway and street railway employees had a busy month, and teamsters and expressmen were greatly in demand. Railways and repair shops at Hamilton were active and freight traffic out of Niagara Falls was heavy on all lines. At Brockville the locomotive departments of the railways were advertising for labourers and firemen. Belleville reported railway passenger and freight traffic heavy and repair shops busy. Kitchener reported railway passenger traffic during the holidays heavier than during the previous year. Railway repair shops at Stratford were very busy, and at St. Thomas a number of new men were added to the railway service. Chatham reported railway freight traffic very heavy, but a shortage of cars. At Winnipeg, employment in railway repair shops was well maintained and traffic was brisk. Brandon reported transportation brisk and repair shops well employed. At Regina, railway passenger traffic was very heavy and freight traffic was fair; railway repair shops were busy. Medicine Hat reported normal conditions in all branches of railway transportation. At Calgary, railways reported activity and repair shops had plenty of work ahead.

Sydney reported some slackening in navigation and 'longshore work, but at St. John 'longshore work was very brisk. The ferry service between the New Brunswick mainland and Prince Edward Island commenced December 1, and passenger and freight traffic was heavy. Montreal reported the harbour clear of ocean-going craft by December 8, but canals were kept open for some time to allow lake steamers to reach port. Vancouver reported navigation and 'longshore work active, and at Victoria conditions were fairly brisk, though steamers were placed on winter schedules and a number of men were laid off.

Mining

Sherbrooke reported iron, copper and asbestos mines busy, and at the silver mines at Cobalt December was an active month, though as usual with winter weather, ore shipments fell off considerably, there being 31 cars containing 2,377,708 pounds of ore, as compared with 53 cars containing 4,071,284 pounds of ore in November. Bullion shipments totalled 426,710.69 fine ounces, as compared with 701,536.10 ounces in November. Gold mines in the Porcupine and Kirkland districts continued active. The yield for 1917 was esti-

mated at $9,000,000; milling facilities have been provided for a much greater production in 1918. A shortage of labour was preventing the full employment of milling equipment. During November the Alexo mine at Porquois Junction shipped 13 cars containing 1,066,900 pounds of nickel ore. With the settlement of the strike of smeltermen at Trail there was an improvement in British Columbia metal mines.

Sydney reported the coal output of the Dominion Coal Company 245,000 tons as against 284,000 tons last month, the falling off being due largely to the holiday season. The coke output was the same as last month, 49,000 tons. The output of coal at Sydney Mines was 8,000 tons less than in the previous month owing to the holiday season and the breaking down of one of the power plants. Amherst reported mining operations in the district active, and at Westville, coal mines operated fairly steadily. Towards the end of the month No. 1 slope of the Acadia Company's plant was closed owing to fire, the men thus released being employed in other collieries. Fredericton reported the coal mines at Minto were employed to the full capacity of the help available. Lethbridge reported coal mining very active, with a demand for more men; there were a few idle days as the result of a labour dispute. Calgary reported coal mines in the district working at full capacity. Fernie reported coal mines active the first three weeks of the month, but during the holidays many of the workers laid off and outputs were considerably reduced. Nanaimo reported coal mines in the city and district operating at capacity and new work being opened up as quickly as men could be secured.

Building and Construction

The disaster at Halifax caused a very active demand for building tradesmen, not only in the Maritime Provinces but in parts of Ontario and Quebec, and the reconstruction work afforded a large volume of employment during the month. Montreal reported that there was little building being done, but that many of the building contractors were taking part in reconstruction work at Halifax. Quebec reported outside building at an end, but some interior work under way. Other localities in Quebec reported building quiet. Nearly all Ontario localities, except Hamilton, where building was reported active, reported building quiet. Towards the end of the month the damage to water pipes caused by the extreme cold afforded a considerable volume of employment in the plumbing trade. Western provinces also reported building quiet, and on the Coast building was generally dull, although the extension of industrial plants afforded some employment. The value of building permits issued in 35 cities decreased from $2,149,223 in November to $874,689 in December, or 59.3 per cent. As compared with December, 1916, there was a decline of $3,890,624, or 81.6 per cent.

Lumbering

Amherst and Westville reported that lumbering operations were interrupted by heavy falls of snow. At St. John nearly all shingle and saw mills were closed down for the winter. Newcastle and Fredericton reported lumbering active, with a shortage of woodsmen. Sherbrooke reported lumber camps active and Hull reported a shortage of woodsmen. The J. R. Booth Company at Ottawa reported its lumbering forces in the woods about 50 per cent of the usual strength; it was expected that the operations would be mainly in taking out pulpwood. Peterborough reported lumbering camps very active and a large cut was expected. At Owen Sound, sawmills and lumber camps were busy. At Prince Albert, lumbering camps were very active, several thousand men being employed, and there was a demand for more help. Calgary reported a demand for men in lumbering camps, and on the Pacific coast lumbering was active.

Fishing

Sydney reported little fishing was done owing to stormy weather. At Newcastle, smelt fishing was in progress and some 3,000 men and boys were employed. At Port Arthur, severe weather put a premature stop to herring fishing, which was very busy up till the twentieth of the month. Prince Albert reported fishing active in Northern lakes. Vancouver reported fishing good but impeded by rough weather. Victoria reported an increase of about a quarter of a million cases in the British Columbia salmon pack. Nanaimo reported whale fishing nearly finished on account of rough weather, but herring fishing was active.

III.—LABOUR AND INDUSTRY IN THE PROVINCES

Nova Scotia

At Halifax, owing to a very disastrous explosion on December 6, which occasioned a loss of several hundred lives and destroyed a portion of the city, a great many industries were disrupted and thousands of men thrown out of employment. The damage done to the rolling mills and skate factory of the Starr Manufacturing Company disorganized the work, but temporary repairs were made and the company expected to have its plant operating to capacity about the middle of January. The dry dock suffered heavy loss, workshops and buildings were completely destroyed; about 200 men were employed at the time, and at the end of the month those who escaped injury were clearing up the debris. The Acadia Company's sugar refinery at Richmond was levelled to the ground and about 20 employees buried under the ruins, but the company's refinery at Woodside was not damaged and was running with its regular staff at the end of the month. While all the bakeries were damaged by the explosion with one exception, they were able to supply bread to meet requirements; one bakery located at Richmond was completely detroyed. Aerated water and soft drink establishments, while suffering a property loss, were able to resume operations, but two breweries were destroyed, several of the workingmen losing their lives. The Dominion Textile Company's cotton mill, which employed about 200 hands, was burned to the ground. No lives were lost and the company was endeavouring to have its employees accept work in its other mills. The Dartmouth Cordage Company's rope works were badly damaged and were not expected to resume operations until March; the company was using all its male employees and about 60 men from Montreal repairing buildings and plant; about 50 women were thrown out of employment. Printing and publishing establishments, while damaged, were with one exception able to resume normal conditions within a week; the Richmond Printing Company's plant was totally destroyed, about 25 employees being killed. Woodworking plants also suffered loss to buildings, but temporary repairs were made and all available help was working steadily at the end of the month. The buildings and plant of the Brandram-Henderson Paint Company were damaged, but by the end of the month the company was in position to handle orders. The machine shops and round-house of the Canadian Government railways suffered considerable damages and quite a number of passenger and freight cars were destroyed; piers 8 and 9, the Halifax passenger station and workshops, sheds and other buildings were destroyed; many railway employees were killed and the financial loss was very heavy. The street railway suffered heavy loss and several employees were killed and a number injured; several women conductors were employed, as the company found it difficult to secure help. About 1,400 men were employed in reconstruction work and there was a heavy demand for carpenters,

glaziers, handy men and unskilled labour.

Westville reported steel plants working at capacity. Railway companies were active, though there was still a shortage of cars. Coal mines operated fairly steadily; owing to fire in one slope of the Acadia Coal Company's colliery the mine was closed up and the men given employment in other mines. Lumbering during the first ten days of the month was very busy, but owing to heavy snowfalls very little was done during the latter half of the month.

Sydney reported an increased production of pig iron and a slight decrease in the production of ingots, blooms, billets and slabs at the Sydney steel plant. The rail and merchant mills of this plant were idle, but all men were well employed. Production at the Sydney Mines steel plant was slightly under that of the previous month. Other branches of the metal industry continued normally engaged. Railway transportation was active, but there was a falling off in navigation and 'longshore work. The Dominion collieries, owing to the holiday season, showed some falling off in output; production at Sydney Mines also showed a decrease, due to the holiday season and the breaking down for a time of one of the power plants. Limestone quarrying for the Dominion Steel Company at Port au Port, Newfoundland, ceased during the month; some of the men returned to their homes and others found employment at the Wabana iron mines. Little fishing was done owing to stormy weather.

Amherst reported the International Engineering Company working three shifts and the Canada Car Company's plant active in all branches. Woollen mills were working full time, and sash, door and planing mills were very busy, chiefly on Halifax orders. The piano factory was active. Lumbering was interfered with by heavy falls of snow. Mining in the district was fairly active, but was affected by a shortage of cars.

Truro reported steel works running full time in two shifts and woollen mills and the cap factory steadily employed.

Prince Edward Island

Charlottetown reported machine shops, canning factories and meat packing houses busy. Fishing was quiet except for some activity in smelt fishing.

New Brunswick

St. John reported rolling mills, shipyards and other metal industries active. Flour and feed mills were busy, but the sugar refinery was working with a reduced staff. One brewery shut down and another was expected to close the first of the year. Cotton factories were running steadily and ready-made clothing factories reported business good. The pulp mills operated steadily and newspaper printing and paper box factories were busy; job printing was fair. Sash, door and planing mills and the box factory were busy, but broom factories were quiet. Cooperage establishments were well employed, but one large shop was completely destroyed by fire. The tannery was working steadily and the boot and shoe factory was busy. Railway transportation was heavy and 'longshore work was very brisk. Saw and shingle mills were nearly all closed down for the winter.

Moncton reported the Government railway shops active and normal conditions in foundries. Machine shops were well supplied with work, but were short of skilled machinists. The biscuit factory was running to capacity, and woollen mills, underwear factories and hat and cap factories were in active operation. Printing establishments were well employed and planing mills and cooperage shops were busy. The Humphrey Glass Company, which formerly operated at Trenton, N.S., was erecting a new factory and expected to be ready for the manufacture of glass in

the spring. Railway passenger and freight traffic continued exceptionally heavy. The ferry service between the New Brunswick mainland and Prince Edward Island commenced the first of the month, and passenger and freight traffic was heavy.

Newcastle reported sash and door factories busy and the shipbuilding plant at Nordin active. Pulp and paper makers were very busy, with a shortage of unskilled labour, and newspapers and job printing offices worked considerable overtime. Railway transport workers were active, and lumbermen reported a shortage of woodsmen. Smelt fishing was in progress and some 3,000 men and boys were employed.

Fredericton reported that more hands were taken on at machine shops, and employment in newspaper and job printing offices was well maintained. Meat packing houses and confectioneries were busy and cotton factories were working full time. Boot and shoe workers were fairly well employed and larrigan factories were busy. Lumbermen reported a shortage of woodsmen. The coal mines at Minto were employed at the full capacity of the help available.

Quebec

Montreal reported the Dominion Bridge Company had orders which would keep its Lachine plant busy for several months, and manufacturers of food, tobacco and liquors reported an increase of business during the holiday season. Cotton mills made large deliveries of prints and other spring lines and still had heavy orders on hand. Printers were well employed. There was fair activity among boot and shoe manufactures in the first part of the month, but there was a general closing down for a week or ten days at the end of the year. Paint and varnish manufacturers were fairly busy. Railway and railway repair shops were very active. The harbour was clear of ocean-going craft by December 8, but canals were kept open longer to allow lake steamers to reach port.

Quebec reported shipbuilding and repairing trades had a busy month. Baking and confectionery establishments were active and cotton mills worked overtime. Clothing trades were active and fur workers were very busy. Sash, door and planing mills reported a good month, but box factories were dull. Tanneries and boot and shoe factories continued quiet. Steam railways reported freight and passenger traffic heavy; during the month the Quebec bridge was opened to freight traffic. The removal of snow afforded employment to a large number of labourers.

Sherbrooke reported metal industries busy, though not as active as during the same period of last year. Abattoirs and meat packing houses and baking and confectionery establishments were active and all branches of the textile group were busy. Ready-made clothing establishments were well employed and shoe factories had a good month. Railway employees and men employed in iron, copper and asbestos mines were busy. Lumbering camps were active and pulp and paper mills were steadily employed.

At St. Hyacinthe, the metal, machinery and conveyance group was fairly active, bakers and confectioners were very busy, and soft drink establishments and the distillery were active. The cotton and woollen industry had a very active month; the Penman Manufacturing Company worked day and night shifts, employing between eight and nine hundred hands. Clothing establishments and shirt, blouse, underwear, overall and corset factories and steam laundries were busy. Sash and door, wooden box and chair factories had an active month, and organ factories worked full time and boot and shoe factories showed considerable improvement over November; the new shoe mountings factory was in full operation.

Three Rivers reported iron foundries and machine shops active and the Wabasso Cotton Company, the Wayagamack Pulp and Paper Company and the St. Maurice Paper Company actively employed. Sash, door and planing mills were active, but boot and shoe factories were quiet.

Hull reported abattoirs and meat packing houses very active and woollen mills busy, but clothing factories and paper mills were not as well employed as in November. The Beaver Board Company, owing to heavy orders from Halifax, was exceptionally busy, and worked considerable overtime. Lumbering companies still reported a shortage of woodsmen.

St. Johns and Iberville reported all factories working full time. The Singer Manufacturing Company was reported seriously hampered by the United States Government's order prohibiting the exportation of iron and lumber.

Sorel reported machine shops and foundries active, and at the shipyards employment was fairly steady. About 500 women continued to be employed at the mica factory.

Ontario

Toronto reported the metal and machinery trades busy except where work was retarded by a scarcity of material, and working forces at some plants were decreased. A number of men and girls who were laid off some weeks ago were given employment, but at wages considerably less than those formerly paid and only the more capable women were being engaged. Architectural and structural steel plants were active and engine and boiler plants had plenty of work. Shipbuilding showed great activity, and automobile, bicycle, agricultural implement and motor tractor plants were active, with labour much in demand. Flour and feed mills, abattoirs and meat packing houses were active; two companies commenced the manufacture of oleomargarine. Baking and confectionery establishments were busy, candy factories working overtime. Fruit canning and extract firms were active most of the month and the modification of the order of the Food Controller regarding the package of cereal products resulted in a renewal of activity in this industry. Knitting mills continued busy with night shifts, but during the last week of the month were quieter owing to stocktaking. The rope and twine factory was quiet, but the carpet factory was very active. The different branches of the clothing industry were fairly well employed. Glove and fur manufacturers were busy, and whitewear firms advertised for experienced operators. Steam laundries were active, but dyeing establishments were quiet. Printers, bookbinders, lithographers and allied trades were active. Wooden box makers, furniture workers and piano workers had plenty of employment. Tanneries were busy, but boot and shoe factories remained quiet and fair conditions existed in trunk and bag factories. Railway and street railway employees had a busy month, and teamsters and express men were greatly in demand.

Hamilton reported all branches of the metals, machinery and conveyances group active, with a demand for labour on locomotives and cars, stoves and furnaces and electrical apparatus. Flour mills, meat packing houses and fruit and vegetable canneries were busy, and there was a demand for cigarmakers. Weavers were required in the cotton factory and other branches of the textile group were busy. Clothing factories, shirt and collar factories and whitewear factories were active, and there was a demand for labour in steam laundries and dyeing and cleaning establishments. Newspaper and job printing offices were fairly busy. All branches of the woodworking and furniture and leather groups were active except boot and shoe factories, which were only fair. Pottery and porcelain works reported a demand for labour, and other branches of the clay, glass and stone group were active. Soap factories and manufacturers of acids and drugs

had a good month. Railway repair shops were active.

Niagara Falls reported metal working plants busy and skilled labour in constant demand. Hat, corset and suspender factories were busy. Freight traffic was heavy on all railway lines, and the continuance of work on the Montrose-Chippewa power canal afforded employment for some hundreds of workmen. It was expected that 500 men would be employed at the shipyards of the Canadian Allis-Chalmers Company at Bridgeburg, which have been re-opened.

St. Catharines reported all branches of the metals group well employed; flour and feed mills continued active, but breweries were quiet. Woollen and knitting mills were busy, with orders ahead, but in the silk mills there was a falling off in employment. Pulp and paper mills were active, and manufacturers of beaver board and other pulp products were well employed. Sash, door and planing mills were fairly active, and newspaper and printing establishments continued busy. Rubber foot-wear factories had a good month.

Ottawa reported that extra machinists were taken on by the Victoria Foundry Company and more men were required; the P. J. Powers Company was exceptionally busy but short of boilermakers, and the Beach Furnace Company was active, with a demand for machinists, stove mounters and pattern makers; sheet metal workers reported a seasonal slackening; a plant at Renfrew engaged on special work finished operations and was closed down; a small number of employees were released. Clothing factories reported quieter conditions, and a dyeing and cleaning establishment placed its staff on short time owing to seasonal slackness. The demand for newsprint fell off slightly, and paper companies reported difficulty in securing some raw materials. Engraving and job printing companies had an active month; paper bag and box companies reported some falling off with the completion of Christmas orders. Sash, door and planing mills were busy on boxes and on building material for Halifax. The S. H. Borbridge Company was busy up till the last week of the month when its plant was destroyed by fire. Railways reported a heavy Christmas passenger traffic. The J. R. Booth Company reported its lumbering forces in the woods about 50 per cent of its usual strength; it was expected that the operations would be mainly in taking out pulp wood. Ice cutting was under way, but workmen were scarce.

Brockville reported a fair amount of activity on boilers, stoves and furnaces and hardware; motor boat building was quiet. Feed mills and the meat packing company were fairly active. The Walthosen Hat Corporation was fairly busy and manufacturers of gloves were active. The locomotive departments of the railways were advertising for labourers and firemen, and it was reported that passenger service would be curtailed on account of the shortage of coal.

Kingston reported the Canadian Locomotive Works and the Kingston Shipbuilding Company active and all branches of the foods group busy. Cotton, woollen and knitting mills required more help and newspaper and job printing offices were well employed. Broom factories reported business fair, piano factories were busy and tanneries were very active.

Belleville reported the iron industries very busy. In foods, flour and feed mills were active. Printing establishments were well employed, and sash and door mills were only fair. The pottery reported a good month.

Peterborough reported all branches of the metal trades active and flour and cereal mills working overtime. Machinery was being installed in the new plant of the Quaker Oats Company, and operations were expected to commence early in the New Year. Meat packing houses were very busy, and woollen mills were working overtime. Lumbering camps were very active and a large cut was expected.

Galt reported stove and furnace foundries, engine and boiler factories and

other branches of the metals group active. Cotton and woollen mills were busy and laundries were advertising for help. Newspaper and job plants worked overtime and the paper box factory was busy. Sash, door and planing mills were active and the boot and shoe industry showed improvement.

Brantford reported manufacturers of engines and boilers busy and agricultural implement plants working overtime. Milling companies were running full time and confectionery establishments were active. Woollen mills and knitting mills were advertising for labour. Clothing manufacturers were very busy. Printing establishments were active and the box factory had a very busy month. Sash, door and planing mills were well employed, and the Brandon Shoe Company was running full time.

Kitchener reported manufacturers of engines and threshers well employed, and other branches of the metals group normally engaged. Flour mills were active, but the sugar factory was closed down; meat and sausage plants and bakeries were busy, cigar factories had a fair month, but breweries were quieter; the Seagram distillery was advertising for men for the bottling department. Clothing and shirt and collar factories and button factories were busy, with a demand for help in some departments. Furniture factories were busy, and other branches of the woodworking group were well employed. Tanneries worked full time; some shoe factories were quiet, but others were working overtime; trunk factories had a good month. The Dominion Tire Company, while running full time, laid off some 40 hands, this being their slack season; rubber factories continued very busy. Railway passenger traffic during the holidays was heavier than in the previous year.

Guelph reported machine shops and foundries busy, with a continued demand for skilled workmen. Flour and feed mills were running to full capacity, and all provision trades had an active month. The Guelph Worsted spinning mills reported enough orders on hand to last for a year and the women's white-wear factory and the felt hat factory were running full time. Newspaper and job printing offices had an active month, and paper box factories were running to capacity. Sash and door factories were quiet, but the piano and organ factory was running full time. The White sewing machine factory had some departments working overtime. Rubber factories were active and short of woman help.

Stratford reported metal and machinery trades active, with a demand for men. Flour mills, meat packing houses and confectioneries were busy, cigar-makers were fairly busy, and the brewery was quiet. Woollen, hosiery and knitting factories were very busy. Ready-made clothing factories were fully employed. Sash and door factories were working full time and furniture factories, broom and cooperage factories were active. Railway repair shops were very busy.

Woodstock reported the supply of labour in wagon factories equal to the demand, but in stove and furnace foundries, moulders, mounters and polishers were required. Baking and confectionery establishments and knitting factories reported a demand for women, and in printing establishments there was a constant demand for job hands. Furniture factories and piano and organ factories reported a steady demand for skilled labour.

London reported foundries and machine shops busy and biscuit and confectionery manufacturers working overtime. The Corn Flake Company, which had been quiet for some time, secured a license from the Food Controller and resumed operations. Hosiery companies worked overtime and clothing manufacturers were busy. Newspaper and job printing establishments were working overtime and paper box companies had a good month. The Sherlock Manning Piano and Organ Company was very busy and the tannery was steadily employed.

St. Thomas reported the Canadian

Iron Corporation very busy, and labour more plentiful than during November. The Dominion Brake Shoe Company was quieter, but the Michigan Central and Pere Marquette shops were busy. The Norsworthy Foundry Company and the Erie Iron Works were active, and the St. Thomas Packing Company and the Monarch Knitting Company were well employed. Newspaper and job printers had a good month, but shoe factories were quieter. Railway employees were very busy, and a number of new men were added to working forces.

Chatham reported metal trades active, but owing to low pressure of natural gas several factories closed down for a few days. Flour mills were very active, and the sugar factory was working day and night seven days a week. Abattoir and meat packing houses were well employed, and woollen mills and textile companies were active. Sash and door factories and planing mills showed some slackening, and brick, tile and cement works were not as active owing to the extreme cold.

Windsor reported manufacturing establishments adversely affected by a shortage of fuel. The bridge works and other iron plants were making parts for stock and expected to keep the greater part of their men busy during the slack season. Automobile factories were normally engaged, though some of them had to shut down for two days owing to coal shortage. Other branches of the metals group were well employed. Food and tobacco industries were busy, but breweries and distilleries were quiet. Shirt, collar and button factories were quiet. Newspaper and job printing establishments had a good month, but paper box manufacturers were quieter. Piano manufacturers were running with full staffs, but sash, door and planing mills were quiet. Paint and varnish works were quieter, but drugs were active, with a good demand for women help. The electric light and gas companies employed additional working forces on repairs.

Owen Sound reported one machine shop working overtime, with a shortage of pattern makers; another shop was making some alterations and had ceased running overtime. The Canadian Malleable Company was working day and night in some departments. Other metal working establishments were steadily employed. Oatmeal mills were running day and night and the flour mill was normal. Other branches of the food group were fairly well employed. Knitting mills were busy, but woollen mills were closed down until the spring. Fair conditions were reported in the woodworking and furniture group. Tanneries were normally engaged and sawmills and lumber camps were active.

Orillia reported the stove foundry and agricultural implement foundry active, sash and door factories busy and the tannery working at full capacity. Newspaper and job printing offices worked considerable overtime.

Cobalt reported that as usual in winter weather ore shipments fell off considerably. The labour supply continued comparatively satisfactory. Gold mines in the Porcupine and Kirkland Lake district continued active, though a shortage of labour was preventing full employment of milling equipment.

Port Arthur reported iron working establishments and shipbuilding yards short of machinists and iron workers of all classes. The shipbuilding plant had material and work ahead to engage a large number of men for some time, and most of the resident carpenters and joiners formerly in the building trades were working at this plant. In Fort William the car works, the foundry and the Northern Engineering Works were busy and short of mechanics, though there was a sufficient supply of ordinary labour owing to the release of 'longshore workers. The elevators laid off a large number of men at the end of the month. Herring fishing was very busy until about the twentieth of the month when operations were brought to a close by severe weather.

Manitoba

Winnipeg reported all branches of metal and machinery trades well employed. Confectioneries were busy and experienced chocolate dippers and bakers were in demand. Milling companies and abattoirs reported a fair month's business. Bag factories were well employed, and knitting mills, while reporting business quiet, maintained their usual staffs. Some tent and awning factories laid off a few hands, but others kept staffs busy making up stock. Ready-made clothing factories reported business quieter, and one concern closed during part of the last week of December. Some of the shirt factories slightly reduced their working forces. Cap manufacturers were fairly busy, and glove factories reported experienced help in demand. Some inexperienced hands were laid off in fur factories, but whitewear factories were busy. Printing and publishing establishments reported business very active and there was a demand for experienced help. Employment in railway repair shops was well maintained. Soap factories were normally employed.

Brandon reported agricultural implement plants and machine shops busy, flour mills active, but cigar factories and breweries dull. Tanneries and manufacturers of trunks and horse goods were fairly active. Railway transportation was brisk and repair shops were well employed.

Saskatchewan

Regina reported the foods group steadily employed, newspaper and job printing establishments busy, and binderies working full time. The oil works was fully employed, but the soap works reported business only fair. Railway workers had a good month.

Prince Albert reported flour mills active and the abattoir and meat packing plant busy. Railway workers were very busy, chiefly on cordwood shipments to Southern points. Lumbering camps were active, several thousand men being employed, and there was a demand for more help. Fishing was being carried on extensively in Northern lakes.

Alberta

Medicine Hat reported metal working industries quiet, except those engaged upon special lines. Flour mills were busy and candy factories reported a scarcity of help. Newspaper and job printing establishments were very busy, and planing mills continued fairly active. Brick plants were quiet.

Lethbridge reported flour mills fairly busy and breweries working overtime. Newspaper and job printing was busy, and sash and door factories were active. Coal mining was very active, with a demand for more men; a dispute in regard to union recognition resulted in a few idle days.

Calgary reported locomotive shops and iron works fully employed, flour mills running day and night shifts and abattoirs and meat packing houses steadily engaged. Cigar factories reported business good and breweries and soft drink establishments showed improvement. Newspaper and job printing offices were busy, and trunk, bag and harness workers were fully employed. Railways reported activity and repair shops had plenty of work ahead. Coal mines in the district were working at full capacity and the demand for men in lumbering camps and mines continued.

Edmonton reported that the Edmonton Iron and Machinery Company, having finished a number of its contracts, laid off some employees. The Swift Canadian packing house, however, added to its staff. The Great Western Garment Company was fairly busy, and newspaper printing employed all hands; job printing, however, was only fair.

British Columbia

Fernie reported bakeries and confectioneries busier owing to the holiday season and breweries were fairly active. There was a slight falling off in job printing. Sash and door factories were dull, but planing mills were operating

to capacity. With the settlement of the strike at the Trail smelter, metalliferous mines were being re-opened, and shipments were expected to resume a normal basis within a short time. Coal mines were active during the first three weeks of the month, but during the holidays many of the workers laid off and outputs were considerably reduced. Logging operations were active and nearly all sawmills in the district were operating.

Vancouver reported activity in engine works and in boat and shipbuilding yards. Machine shops were busy and in the foods group, flour and feed mills, the sugar refinery and abattoirs were steadily employed. Fruit and vegetable canneries were quiet and evaporating plants had completed contracts. Cigar factories were dull and a number of women who were laid off found employment in stores during the Christmas season. Garment workers and shoe workers were well employed, but tailors, dressmakers and milliners, owing to seasonal dullness, were somewhat slack. Pulp and paper works up coast were running at capacity. Newspaper printing was good and job printing was improving. The petroleum refinery was fairly busy. Navigation and 'longshore work were active and lumber camps were busy, though snow interfered with operations to some extent. Saw and shingle mills were active; fishing was good, though hampered by rough weather.

Nanaimo reported sash and door factories working steadily, but transportation in all branches quiet. Coal mines in the city and district were being operated at capacity and new work was being opened up as fast as men could be obtained. Logging camps were employing all the men available, but reported a shortage of skilled workmen. Sawmills also were working steadily, but were short of men. Whale fishing was practically finished on account of the rough weather, but herring fishing was active.

Victoria reported iron foundries and shipyards fairly brisk, and shirt and overall factories, steam laundries and cleaning establishments were doing an average business. All pulp mills in British Columbia were working to capacity and several hundred men were employed upon the construction of a new mill being erected on the west coast of Vancouver Island. There was an improvement in the printing business and an increased demand for paper boxes. Sash, door and planing mills were dull, but cooperage establishments were busy. Navigation companies placed their steamers on winter schedules and laid off a number of men; 'longshore work, however, was fairly brisk. Lumbering was active.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING DECEMBER, 1917

DURING the month of December the Department received the report of the Board of Conciliation and Investigation which had inquired into certain matters in dispute between the Canadian Pacific Railway Company and its freight handlers at Vancouver, B.C.; a minority report was also received.

Two applications for Boards were received in the Department during the month, one from the conductors, trainmen and yardmen employed on the Canadian Northern Western lines, and the other from employees of the Dominion Coal Company, Limited, at Glace Bay, N.S. In the former case a Board was established; in the latter, an investigation which was being conducted by the Government into the shortage of coal production obviated the necessity for the establishment of a Board.

Applications Received

On December 3, an application for a Board was received from the conductors,

trainmen and yardmen employed on the Western lines of the Canadian Northern Railway, members of the Order of Railway Conductors and the Brotherhood of Railroad Trainmen respectively. The application grew out of demands on the part of the employees for a revision of the schedules which would provide for increased wages and improved working conditions, and for compensation for time lost through alleged wrongful dismissals. The number affected was given as 1,300 directly and 600 indirectly. A Board was established by the Minister on December 7, Messrs. C. E. Dafoe and Thos. J. Murray, both of Winnipeg, being appointed members thereof on the recommendation of the employing company and the employees respectively. In the absence of any joint recommendation from the foregoing Board members, the Minister appointed the Honourable Mr. Chief Justice Mathers, Winnipeg, to the chairmanship.

On December 24, a telegraphic request for a Board to deal with a wages dispute was received from the employees of the Dominion Coal Company, Limited, engaged in the company's mines in the Glace Bay district, members of the Amalgamated Mine Workers of Nova Scotia. This was followed on December 28 by a formal application. It was stated that approximately 5,000 employees were affected by the dispute. Shortly after the close of the month the applicants were informed that, owing to a shortage in coal production, an investigation was being conducted by the Government which would include labour difficulties. No action was therefore taken by the Department.

Other Proceedings under Act

Reference has been made in the December number of the *Labour Gazette* to an application for a Board from the maintenance of way employees of the Grand Trunk Pacific Railway Company, members of the International Brotherhood of Maintenance of Way Employees, to deal with a dispute involving wages and working conditions and affecting 2,000 employees directly and 1,200 indirectly. No action on this application was taken during the month, as it was deemed advisable to await the outcome of the inquiry which had been made into a dispute affecting the same class of employees on the Canadian Pacific Railway.

On December 17, a communication was received in the Department from the International Transit Company signifying the company's acceptance of the award of the Board which had inquired into a dispute affecting the motormen and conductors engaged in the operation of the street railway at Sault Ste. Marie and Steelton. The employees concerned had, during the month of November, notified the Department of their acceptance of the award.

RE C.P.R. COMPANY AND ITS MAINTENANCE OF WAY EMPLOYEES

The report of the Board of Conciliation and Investigation in this matter was printed as a supplement to the issue of the *Labour Gazette* for November. The report proper was, it will be remembered, signed by Mr. E. L. Taylor, chairman, and Mr. W. Georgeson, member appointed on nomination of the employer. A minority report was presented by Mr. David Campbell, the member appointed on the nomination of the employees. Mr. Campbell's report contained some references to statements appearing in the Board's findings. The chairman (Mr. Taylor) made a supplementary report in answer to Mr. Campbell's remarks. These three documents were printed together in the supplement. Some time later a communication was received from Mr. Campbell replying to certain statements contained in the chairman's supplementary letter. Mr. Campbell's letter, which is addressed to the Deputy Minister under date of November 28, reads as follows:

David Campbell,
Barrister and Solicitor.
709 Electric Railway Chambers,
Winnipeg, Man.,
November 28, 1917.

Mr. F. A. Acland,
Deputy Minister of Labour and
Registrar of Boards of Conciliation,
Department of Labour,
Ottawa, Ontario.

Dear Sir,—

Re the Industrial Disputes Investigation Act and in the matter of a dispute between the Canadian Pacific Railway Company and its maintenance of way employees.

Your favor of November 23 is received, and I am indeed pleased to receive the copy of Mr. E. L. Taylor's supplementary report in the above matter. It is especially gratifying to receive same from you because I have not yet seen the majority report in the above matter. What I received from Mr. Taylor, after he and Mr. Georgeson had completed their report, was a copy of the schedules, and, as stated above, I have not yet seen the report itself.

I do not wish to enter into any controversy in regard to the matter, but I regret that Mr. Taylor's supplemental report is quite as confusing to me as the schedules prepared by him and Mr. Georgeson.

The explanatory paragraphs relating to some of the peculiarities of their proposed wage scale still leave me without any knowledge as to how or where he obtained the information contained therein. As stated in my report there was absolutely no evidence or suggestion by either of the parties at any of the sittings of the Board to make these distinctions, where then did Mr. Taylor obtain the material for making them and for his later explanations?

Regarding Mr. Taylor's denial of the attendance of an officer of the company with him and Mr. Georgeson while they were preparing their report on Sunday, October 28, I happen to know that Mr. McLeod was present part of the time, and when I asked Mr. Taylor on the following Monday where he got certain information relative to their proposed wage scale, he frankly admitted to me that Mr. McLeod was present and gave them the information.

I note what Mr. Taylor says regarding the preparation of my report. However, this was not on Thursday, but rather on Friday night, and after three days waiting for the company to instruct its representative what he should or must do in the matter, and Mr. Taylor waiting for the company's representatives to declare himself accordingly. On Saturday morning, October 27, I commenced compiling the schedule containing the working conditions as agreed upon by members of the Board, and had in mind as much the preparation of this for the entire Board as for myself, because up to that time, with the exception of two or three items, these matters had been agreed upon unanimously by the Board, and there had been no suggestion by the chairman to set them aside and revert to the company's position in these matters, and not until I received the chairman's report on Monday morning had I any intimation that the chairman had considered such a step. Mr. Georgeson, of course, had formerly stated that he reserved his final decision on the rules until the question of wages was settled. It might be noted, however, that Mr. Georgeson expressed himself on several occasions as being in favor of the rules agreed upon, and that they appeared to him to be fair.

Regarding Mr. Taylor's view that the rates of pay for these employees being higher than on roads South of the line, and that competing railways received substantially the same freight and passenger rates, and that it would be unjust to saddle the Canadian Pacific Railway with a further increase, the public should know and might fairly be informed that the Canadian Pacific rates of pay and working conditions to these employees are not in excess of those of any other important Canadian railways, nor were they as good as those on the Canadian Government railways, or of the Canadian Northern Eastern lines. As to whether or not the Canadian Pacific should be the first road in Canada to make a substantial increase, or whether it should be the last to do so in times like these, can perhaps better be answered by recalling to our minds that no railroad in Canada has, from its inception, enjoyed the public generosity, and, until recent years, the exclusive and perhaps excessive freight and passenger rates in great tracts of non-competitive territory in this country.

Yours truly,
(Sgd.) D. CAMPBELL.

Report of Board in Dispute between the Canadian Pacific Railway Company and Freight Handlers at Vancouver, B.C.

ON December 14, the Minister received the report of the Board of Conciliation and Investigation to which had been referred for adjustment certain differences between the Canadian Pacific Railway Company and freight handlers employed at Vancouver, B.C., members of Vancouver Freight Handlers' Association, No. 40. This was followed a few days later by a supplementary report, explanatory of some phases of the award. A minority report was presented by Mr. Midgley, the employees' nominee on the Board.

The application in this matter emanated from the employees, and stated that

the dispute related to the question of wages and affected 150 employees directly and from 500 to 1,000 indirectly. The Board which inquired into this dispute was established on October 25 and was composed as follows: the Honourable Mr. Justice D. Murphy, Vancouver, chairman, appointed on the joint recommendation of the other Board members; Mr. W. E. Burns, Vancouver, appointed by the Minister as for the company; and Mr. Victor R. Midgley, Vancouver, appointed on the recommendation of the employees. Mr. A. E. James, Vancouver, had been appointed a member of the Board on the company's recommendation, but shortly after the Board convened Mr. James resigned, a question having arisen as to the classes of workers to be included in the investigation.

The report is signed by the chairman and Mr. Burns, and contains recommendations as to wages and hours for the yard staff. The company, during the course of the inquiry, placed before the Board revised rates for the clerical staff, and, after due consideration, these rates were approved by the Board. In connection with this report a supplementary report was issued, explaining that in dealing with train clerks and car checkers the award was intended to apply to employees engaged in manual labour exclusively.

Mr. Midgley, in his minority report, states that he is unable to agree with the majority award as to the rates of pay and expresses the opinion that higher rates should be paid.

On December 31, the Department received a notification of the company's acceptance of the award, subject to the points named in the supplementary report, but at the time of writing the employees' position had not been stated.

Majority Report

In the matter of the "Industrial Disputes Investigation Act, 1907" and of a dispute between the Canadian Pacific Railway Company and its freight handlers at Vancouver.

To the Honourable
The Minister of Labour.
Ottawa, Ont.

The Board of Conciliation and Investigation originally appointed herein met on November 12, 1917, for the purpose of hearing evidence. The case for the men was opened when the company took the position that they had appointed their representative on the Board, Mr. E. A. James, on the understanding that the enquiry was to be confined to the freight shed staff as distinguished from the clerical staff. The Commission issued by the Department, in the opinion of the chairman, directed an investigation in reference to both classes of workers, and he so rules. The company thereupon announced, through their representative, Mr E. A. James, that he, Mr. James, would resign from the Board if this ruling were acted upon. The matter was referred by wire to your Department which confirmed the correctness of the chairman's ruling.

Thereupon on November 14, 1917, Mr. James, the company's representative, at a meeting of the Board tendered his resignation. Your Department was informed of the position, with the result that Mr. W. E. Burns was appointed by it to represent the company under the provisions of the Act.

The re-constituted Board, consisting of Mr. Justice Murphy, chairman, Mr. Victor R. Midgley, representative of the men, and Mr. W. E. Burns, so appointed to represent the company, met on November 19, 1917, to take evidence. Further meetings for the same purpose took place on November 20, 21, 23, 27 and 29. On December 1, 1917, the Board met to consider the evidence. Further meetings were held on December 3, 5, 6 and a final meeting on December 7, when the majority report was drawn up and approved. The men were represented by W. B. Sly, J. W. Hope and Jno. Brodie; the company by F. W. Peters.

As already pointed out, the disputed matters arrange themselves under two heads: 1st,—the yard staff; and 2nd, the clerical staff. Dealing first with the yard staff, two matters come up for consideration—the hours which constitute a day's work and the rate of wages. Most of the men in this class work by the hour but there are some who are employed at a monthly wage. Dealing first with the men on an hourly wage, the Board is unanimous in the opinion that nine hours should constitute a day's work. Hitherto these men have been working ten hours a day. There are, so far as the members of the Board are aware, no exceptional circumstances in connection with the work done by these men which would call for them putting in more hours than what is, the Board believes, generally considered at the present time a fair number to constitute a day's work. This demand, therefore, is conceded. The hour at which overtime is to begin is to remain as it is at present.

The next point is their rate of pay. These men, previous to May, received 25½ and 26½ cents per hour. Demands for increase were made at that time. Both parties agreed to refer the matter to arbitration with the result that the men were awarded 30 and 31 cents per hour with overtime at the rate of time and one-third. The men now demand 40, 43 and 45 cents per hour. The award in May was within half a cent per

hour of what the men asked. The company before the Board took the position that the increased cost of living since May could not possibly justify the increase in wage asked for by the men and contended that since the award in May was within half a cent of the men's demand that award should be regarded by the Board as a fair living wage in Vancouver at the date when it was made. The Board has given this matter very serious consideration and the majority is of the opinion that, under present conditions in Vancouver, these men should receive 37 and 36 cents per hour to enable them to earn a reasonable living wage. On this basis, their monthly earnings will be practically the same as the monthly earnings of the civic employees of the City of Vancouver. It is true that the civic employes receive a higher rate per hour as they only work an eight hour day with Saturday afternoons off. The cost of living problem, however, is in both cases identical. The men strongly urge that the company is paying a much higher rate for identical work done by the company's employees on the wharves in the city of Vancouver. To this the company replied that it is a recognized feature of this class of employment that the rates of pay for work on wharves is higher than the rates of pay in local freight offices situate up town and the evidence produced before the Board sustains this position. The cause of this is stated to be that the work at the wharves is more casual, depending on the amount of freight discharged from ships. The men contend that, under present conditions in Vancouver, so far as a great number of these wharf employees are concerned, at any rate, the work is in fact continuous. Whilst this may be so, it is obvious that there can be no assurance that such condition of affairs will continue in the future. Further, the company contend that the rate they are paying at the wharf is one which they were forced to grant as a result of a strike embracing not only these employees but most other employees on the water front which resulted in tieing up the shipping of the port and that in fact it is not a fair rate under existing circumsstances. The majority of the Board have approached the question from the standpoint of the cost of living in Vancouver. They feel they must in settling a rate of wage regard the wage earner's family as consisting of himself, a wife and three children, that being the standard of the Labour Department. As stated, they believe that the rate awarded will solve the cost of living problem in a reasonable way for such employees, when the bread-winner is working on an hourly basis.

As to the rate of pay for overtime, the men contend that they do not desire to work overtime at all and in the opinion of the Board the rate for such work should be such as will insure no more overtime being asked for than is absolutely necessary. Therefore, the Board fixes the rate for overtime at time and a half. Under this head there remains to consider the men who are on a monthly wage. Without infringing the principle now prevailing that the company is not to pay overtime to such men, the Board decided that their normal working day should be nine hours as in the case of the men working by the hour. In fixing their wage it will be necessary to deal with positions seriatim. Clerks and car-checkers at present receive $65 and $70, the lower rate being paid to some clerks and some car-checkers and the higher to some clerks and some car-checkers. The difference in the rate that at present obtains, therefore, is not based on the distinction between clerks and car-checkers but on a distinction between individuals. No evidence was given before the Board that would justify it in the opinion of the majority in disturbing this distinction. The Board has here again approached the question from the standpoint of giving the men a fair living wage under existing conditions in Vancouver. This must necessarily result in men who are now receiving a lower rate of pay being awarded a higher increase than men who now receive a comparatively higher rate. The majority of the Board is of the opinion that the men who are now receiving $65 a month should receive $78 and those now receiving $70 should receive $80. This reduces the standard of differentiation, in the particular instance under discussion, from $5 a month to $2 a month, but so far as the Board is able to judge, from the evidence before it, the work done by these two classes is in the main identical, the differentiation being apparently introduced because it is desirous, from the company's standpoint, to have it exist. The rate of $78 a month has been arrived at, after much consideration, as being the minimum rate on which a typical family, in the employ of the company entitled to the benefits hereinafter set out which such employment gives them a right to receive, could maintain a reasonable degree of comfort under living conditions in Vancouver at the present time. It follows that weigh-men now receiving $65 a month should receive $78. The majority of the Board is of the opinion that it should disturb as little as possible the gradations of pay now existing, which have doubtless been established as a result of careful valuation of the relative importance of these positions. This has been done, as above stated, in the case of clerks and checkers because of the facts above set out, but with regard to all other monthly employees in this class, the Board thinks it advisable to retain the present differentiation. Therefore, it fixes the rate to be paid sealers, stock-inspectors and freight-checkers at $80 for the first year, $85 for the second, and $90 for the third. These men now get $77.50, $83.50 and $87.50. The majority awards to icing inspectors $90 per month. These men now get $85 per month. To train-clerks they award $85 per month—these men now get $75.

It will be observed that the minimum rate fixed for men on a monthly wage is lower than that which will be received under this award by the men working by the hour. Monthly wage men, however, are entitled to benefits which they evidently regard as of considerable value since at the hearing preference was expressed for remaining on a monthly wage basis rather than going on an hourly wage basis. These benefit

are that they became part of the permanent body of employees of the company. This entitles them to two weeks holidays with pay in each year and also brings them within the scope of the company's pension system, which provides, without cost to the employees, for pensions to be paid to employees in their old age provided that they have served the company a fixed number of years. The lower paid of these monthly wage men have also, to a limited extent at any rate, the prospect of advancement in the service to higher paid positions. All these things in the opinion of the majority of the Board fairly offset the difference of the minimum monthly wage hereby awarded as compared with the wage capable of being earned by hourly workers provided they put in full time every month.

In reference to the clerical staff, the Board had not the assistance at the hearings when evidence was taken of being informed of the aspects of the case from the company's point of view. The company adhered throughout the proceedings to the position taken originally that it would have nothing to do with an investigation by a Board under the Act into the matter of wages paid its clerical staff. The men in their demand desire to introduce into the pay of the staff the progressive principle. Their demand is so much for the first year with an increase the second year and a further increase the third year. The Board had devoted a considerable length of time to the consideration of this clerical staff matter when the company announced that they were posting a revised rate of pay for such clerical staff. A copy of this revised rate was placed before the Board and also a table giving to the Board considerable information from the company's standpoint of this aspect of the dispute inasmuch as such table showed the personnel of the clerical staff, their length of service with the company and other details. The Board went carefully into the increases awarded by the company and in so doing kept in mind their view of the basic wage that ought in fairness to be the minimum paid in Vancouver under present conditions. The majority has concluded that on the whole the increased rate so granted by the company is fair and they therefore approve of it.

There are obvious difficulties in the way of a Board of this character attempting to adjust differentiations in rate of pay for different positions of a staff such as the one under consideration and the majority has not attempted to do so but has been forced to content itself with being reasonably certain that a fair living wage has been awarded by the new increases.

All of which is respectfully submitted.

Vancouver, B.C., December 7, 1917.

(Sgd.) DENIS MURPHY,
Chairman.

(Sgd.) W. E. BURNS,
Representative of the Company.

Supplementary Report

Memorandum to the Honourable the Minister of Labour, Canadian Pacific Railway Company vs. Freight Handlers.

It has been drawn to the attention of the Board that some misunderstanding may arise under the Majority award forwarded to you a few days ago. This award in dealing with train clerks and carc-heckers, was intended to apply to people employed in manual labour exclusively. A statement has been laid before the Board showing that some, at any rate, of these positions are not positions of manual labour but are of a clerical nature. Nothing in the award is intended to apply to persons engaged in clerical work nor to unmarried females or young unmarried men, in these positions of car-checkers and train clerks.

Vancouver, B.C., Dec. 13, 1917.

(Sgd.) D. MURPHY,
Chairman.

(Sgd.) W. E. BURNS,
Representative of the Company.

To the Hon. the Minister of Labour,
Ottawa, Ont.

Minority Report

In the matter of the "Industrial Disputes Investigation Act, 1907" and of a dispute between the Canadian Pacific Railway Company and its Freight Handlers at Vancouver, B.C.

To the Honourable
the Minister of Labour,
Ottawa, Ont.

While agreeing with the majority of the Board that the demand of the men for a reduction of hours for the yard office and shed staff is justified and agreeing that overtime should be paid at the rate of time and one half, I am unable to agree with them as to the rates of pay.

The majority concede in their report that "they must in settling a rate of wage regard the wage-earner's family as consisting of himself, a wife and three children, that being the standard of the Labour Department," and they set the rate of pay for the shed staff at 36 cents and 37 cents per hour. This will give the men, on the basis of a nine hour day, a weekly wage $19.44 and $19.98, respectively.

The *Labour Gazette* for the month of November, 1917, gives the "Cost per week of a family budget of staple foods, fuel, lighting and rent," which shows that for a family of five the average cost throughout Canada for food, fuel, light and rent is eighteen dollars and eighty-two cents ($18.82) per week. A table is also given for the "Average cost of staple foods by Provinces" showing the average cost of staple foods in the province of British Columbia to be higher than in any other province in Canada.

The rate of pay fixed by the majority of the Board as a "reasonable living wage" only leaves a balance over and above the cost of food, fuel, light and rent of 62 cents and one dollar and 16 cents respectively, to provide for all the other commodities required to maintain the wage-earner and his family in the necessities of life.

I consider the demand of the men for a minimum of 40 cents per hour to be reasonable and justified by the present cost of living.

With reference to the clerical staff, while the company refused to participate in the investigation when the hearings were taking place, after the case had been closed and the Board was considering evidence, the company through its representative on the Board presented a schedule showing an increased rate of pay for the clerical staff, the revised rates giving most of the staff an increase of about five dollars per month, while some did not receive any increase.

Together with other increases that have been granted in the interim, this totals approximately 15 per cent increase over the 1914 pay-roll and this I do not consider sufficient to meet the increased cost of living, which is fully double the percentage of increase granted.

While agreeing with the other members of the Board that "there are obvious difficulties for a Board of this character to attempt to adjust differentiations in rates of pay for different positions of this character" still if the rates in effect in 1914 for the office staff were fair and equitable, then the increase granted should be equal to the increased cost of living, which is, according to the figures of the *Labour Gazette*, for a typical family, over 30 per cent during that time.

The majority report, in pointing out that the minimum rate fixed for men on a monthly wage is lower than that awarded to men working by the hour, mentions certain benefits that monthly wage men enjoy, which in the opinion of the majority offsets the lower rate of pay as compared with the hourly men.

These benefits consist of two weeks vacation with pay, old age pension and the prospect of advancement. However, none of these bnefits make easier the difficulties of the wage earner who is awarded in the majority report $78.00 or $80.00 per month to provide his family with the necessities of life.

Two weeks vacation a year is an important factor in maintaining the efficiency of the worker and therefore works out to the advantage of the employer, while the prospect of obtaining a pension in twenty or twenty-five years time is not of much comfort or assistance to the worker who finds it difficult to obtain the bare necessities of life in the immediate present, and the advancement to higher paid positions is of course contingent upon such vacancies as may occur after long years of service and satisfactory performance of duties.

All of which is respectfully submitted.

(Sgd.) VICTOR R. MIDGLEY,
Representative of the men.

Vancouver, B.C., December 21, 1917.

INDUSTRIAL DISPUTES DURING DECEMBER, 1917

FOUR strikes involving five firms and 1,575 employees were reported to the Department as having commenced during December. Altogether there were in existence at some time or other during the month 12 strikes involving 25 firms and 3,209 employees. The total time loss on account of industrial disputes was estimated at 33,192 working days, as compared with 26,844 days in November and 12,523 days in December, 1916. The time loss occasioned by the four strikes which began in December amounted to 7,392 working days, while a loss of 25,800 days is charged to the eight disputes which began prior to December. Termination of dispute was reported in the case of three of the old strikes and three of those which began in the month and another strike was regarded as having terminated, leaving the five following unterminated strikes on record December 31: plumbers and steamfitters, St. John, N.B.; garment workers, boilermakers and cigarmakers at Montreal, Que., and moulders at Galt, Ont.

The most important dispute in existence during the month from the standpoint of time loss was the strike of 1,600 smelter employees at Trail, B.C. The total time loss charged to this dispute was 48,000 working days, of which 25,600 occurred in December. Work was resumed on December 20. A strike of 875 steel workers at Trenton, N.S., caused a time loss of 4,812 days, and a strike of 664 coal mine employees at Lethbridge caused a time loss of 1,992 days; both of these strikes, however, were of short duration.

INDUSTRIAL DISPUTES IN DECEMBER, 1917.

Occupation	Locality	Alleged Cause or Object	Number involved: Employers	Number involved: Employees	Duration: Date on which Employees left work	Duration: Date on which Strikers returned to work	Method of settlement
DISPUTES COMMENCING PRIOR TO DECEMBER, 1917.							
MINES AND METALLIFEROUS WORKS							
Smelter employees	Trail, B.C.	Demand for eight-hour day	1	1,600	Nov. 15	Dec. 20	International Executive Board declared strike called by Trades and Labour Council of Trail to have been unconstitutional and advised strikers to return to work.
BUILDING AND CONSTRUCTION—							
Plumbers and steamfitters	St. John, N.B.	Demand for increased wages	12	6	April 23	.....	Unsettled.
METALS, MACHINERY AND SHIPBUILDING—							
Machinists	Hamilton, Ont.	Demand for a nine-hour day	...	.....	June 12 1916	.....	No formal settlement was made. Seven firms granted the nine-hour day: ten-hour day prevails in other establishments.
Moulders	Galt, Ont.	Increased wages and nine-hour day.	1	.....	1917 May 17	.....	Unsettled.
Boilermakers	Montreal, Que.	Alleged discrimination in dismissal of employees.	1	7	Oct. 26	.....	Unsettled.
CLOTHING TRADES—							
Ladies' tailors	Montreal, Que.	Demand for increased wages on weekly instead of piece-work basis and a shorter week	3	.....	Mar. 12	.....	A settlement was effected through negotiations with six of the nine firms originally involved.
Garment Workers	Montreal, Que.	Alleged unfair distribution of piece-work among employees.	1	12	Nov. 13	.....	Unsettled.
MISCELLANEOUS TRADES—							
Waitresses	Vancouver, B.C.	Demand for one day off in seven.	1	9	Oct. 6	.....	Strikers obtained work elsewhere and their places were filled
DISPUTES COMMENCING DURING DECEMBER, 1917							
MINES AND METALLIFEROUS WORKS							
Coal Mine employees	Lethbridge, Alta.	Demand for enforcement of a "closed-shop."	2	664	Dec. 19	Dec. 22	Dispute referred to director of coal operations. Strikers returned to work under conditions prevailing prior to strike.
METALS, MACHINERY AND SHIPBUILDING—							
Steel workers	Trenton, N.S.	Protest against employment of alleged enemy aliens.	1	875	Dec. 13	Dec. 20	Employees demanded dismissal of enemy aliens. Negotiations resulted in demands being acceded to.
CLOTHING—							
Clothing workers	Toronto, Ont.	Protest against reduction in piece-work rates.	1	26	Dec. 3	Dec. 18	Firms proposed a reduction of 5 cents in rate for pant making and 2 cents for pressing. A reduction of 2½ cents for pant making and 1 cent for pressing was accepted by strikers after negotiations.
FOODS, TOBACCO AND LIQUOR—							
Cigar makers	Montreal, Que.	Demand for increased wages	1	10	Dec. 1	.....	Unsettled.

REPORTS OF EMPLOYMENT BUREAUS

THE decrease in the demand for workers continued in November. There was a decline of 16.2 per cent, as compared with October on the basis of the daily average of vacancies notified to 110 employment bureaus (80 commercial, 14 public and 16 philanthropic). As compared with the demand reported for November, 1916, by practically identical bureaus, there was a gain of about 9 per cent. The total number of vacancies notified to all offices in November was 37,956, a daily average of 1470.5 as compared with 1755.6 in October, 1917, and 1346.8 in November, 1916. The number of persons placed was 18,499, a daily average of 716.2, as compared with averages of 856.8 in October and 747.7 in November, 1916. The proportion of the total vacancies filled to the total vacancies notified was 48.7 per cent, as compared with 48.8 per cent in October, and with 55.5 per cent in November, 1916.

As to employment for woman and girl workers, the number of vacancies notified was 5,752, a daily average of 224.7, as compared with averages of 236.2 in the preceding month, and 241.6 in the corresponding month of 1916. The number of such workers placed was 2,175, a daily average of 84.5, as compared with 84.2 in October, 1917, and with 117.1 in November, 1916. Of the five principal centres of labour distribution — Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Edmonton alone showed an increase in the demand for workers during November, as compared with October. In comparison with November, 1916, Toronto, Edmonton and Vancouver recorded larger demands. Of the smaller centres, Hamilton reported an increase, both as compared with the preceding month, and with the same month in 1916, while Brandon and Fort William and Port Arthur showed gains over November, 1916.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 1,837, a daily average of 71.5, as compared with averages of 86.0 in October, 1917, and 75.9 in November, 1916. The number of casual jobs secured was 4,568, a daily average of 177.1, as compared with 185.5 in the preceding month, and with 161.8 in November, 1916.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS AGENCIES DURING THE MONTH ENDED NOVEMBER 30, 1917.

AGENCY.	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**220**	**37**	**4**	**1**	**262**	**1109**	**59**	**4**	**1**	**1173**
Halifax	2	....	..	..	2	2	....	..	..	2
St. John	22	....	..	..	22	22	....	..	..	22
Quebec	11	....	..	..	11	19	....	..	..	19
Montreal	49	....	..	..	49	398	....	..	..	398
Ottawa	7	2	..	..	9	30	4	..	..	34
Toronto	41	....	..	..	41	451	....	..	..	451
Hamilton	9	4	..	..	13	19	5	..	..	24
London	4	....	..	..	4	17	....	..	..	17
Winnipeg	8	20	3	..	31	15	37	3	..	55
Calgary	49	10	1	1	61	56	12	1	1	70
Edmonton	...	1	..	..	1	....	1	..	..	1
Vancouver	18	....	..	..	18	80	....	..	..	80
Y.W.C.A.	...	**150**	..	..	**150**	....	**291**	..	..	**291**
Sherbrooke	...	3	..	..	3	....	5	..	..	5
Winnipeg	...	15	..	..	15	....	15	..	..	15
Brandon	...	2	..	..	2	....	6	..	..	6
Saskatoon	...	32	..	..	32	....	81	..	..	81
Calgary	...	61	..	..	61	....	101	..	..	101
Edmonton	...	11	..	..	11	....	11	..	..	11
New Westminster	...	4	..	..	4	....	34	..	..	34
Vancouver	...	6	..	..	6	....	9	..	..	9
Victoria	...	16	..	..	16	....	29	..	..	29
Miscellaneous	**506**	**919**	..	..	**1425**	**1073**	**2031**	..	..	**3104**
Montreal Municipal	28	1	..	..	29	28	1	..	..	29
Montreal Catholic Social Service Guild	5	40	..	..	45	5	40	..	..	45
Montreal Directorate of Female Immigration	...	4	..	..	4	....	4	..	..	4
Toronto Provincial	...	62	..	..	62	....	625	..	..	625
Toronto Municipal	45	....	..	..	45	119	....	..	..	119
London Provincial	...	54	..	..	54	....	54	..	..	54
Hamilton Provincial	3	12	..	..	15	3	12	..	..	15
Winnipeg Municipal	122	183	..	..	305	542	565	..	..	1107
Saskatoon Provincial	5	....	..	..	5	40	....	..	..	40
New Westminster Municipal	3	....	..	..	3	3	....	..	..	3
Vancouver Municipal	146	331	..	..	477	184	498	..	..	682
Victoria Municipal	149	232	..	..	381	149	232	..	..	381
Total	**726**	**1106**	**4**	**1**	**1837**	**2182**	**2381**	**4**	**1**	**4568**
Daily Average										
November	...	....	..	..	**71.5**	....	....	..	..	**177.1**
October	...	....	..	..	**86.0**	....	....	..	..	**185.5**

REPORTS OF EMPLOYMENT BUREAUS FOR THE MONTH ENDED NOVEMBER 30, 1917.

BUREAUS	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average Oct., 1917	Daily Average Nov., 1917	Daily Average Nov., 1916	Men	Women	Boys	Girls	Total	Daily Average Oct., 1917	Daily Average Nov., 1917	Daily Average Nov., 1916
Halifax—Commercial (2)	12	39	2	6	59	3.00	2.27	6.08	11	34	2	6	53	2.46	2.04	2.48
St. John—Commercial (1)	30	2	2	5	39	1.84	1.63	.81	18	2	....	....	20	.72	.83	.35
Quebec—Provincial	124	....	....	....	124	11.58	4.96	4.00	124	....	....	....	124	8.27	4.96	2.28
Sherbrooke	78	5	...	26	109	5.86	4.34	4.18	42	3	....	22	67	3.52	2.67	3.79
Provincial	78	....	...	19	97	5.56	3.88	3.64	42	....	....	19	61	3.37	2.44	3.64
Y.W.C.A.	....	5	...	7	12	.30	.46	.54	....	3	....	3	6	.15	.26	.15
Montreal	3378	330	5	144	3857	186.80	153.64	175.61	2158	154	2	18	2332	95.79	92.11	81.12
Provincial	471	74	...	....	545	27.81	22.71	40.44	328	69	....	....	397	14.04	16.54	19.36
Municipal	347	9	...	....	356	25.19	13.69	10.16	342	1	....	....	343	12.23	13.19	9.76
Catholic Social Service Guild	4	28	5	4	41	1.48	1.64	2.04	1	25	2	1	29	.89	1.16	.92
Directorate of Female Immigration	....	77	...	....	77	4.93	2.96	5.19	....	18	....	....	18	.96	.69	1.69
Commercial (10)	2556	142	...	140	2838	127.39	112.64	117.78	1487	41	....	17	1545	67.67	60.53	49.39
Ottawa	1566	67	7	34	1674	92.79	64.45	53.85	1034	44	7	4	1089	45.12	41.87	25.67
Provincial	633	34	7	....	674	24.12	25.92	.29	633	34	7	....	674	24.12	25.92	.11
Y.W.C.A.	...	33	...	....	33	1.22	1.27	1.92	....	10	....	....	10	.37	.33	1.29
Women's Hostel	....	....	...	34	34	2.52	1.13	1.46	....	....	....	4	4	.13	.13	.46
Commercial (5)	933	....	...	....	933	64.93	36.13	50.18	401	....	....	....	401	20.50	15.44	23.81
Toronto	3364	41	3	250	4038	170.78	156.32	112.74	2247	261	....	124	2632	117.97	101.40	77.13
Provincial	449	149	...	150	748	33.12	28.77	.....	212	106	....	106	424	16.95	16.31	.....
Municipal	910	....	...	....	910	43.92	35.00	47.38	810	....	....	....	810	34.00	31.15	36.60
Y.W.C.A.	....	100	...	100	200	5.84	8.70	6.25	....	17	....	18	35	.64	1.52	1.12
Commercial (5)	2005	172	3	....	2180	87.90	83.85	59.11	1225	138	....	....	1363	66.38	52.42	40.01
Hamilton—Provincial	174	73	2	....	249	7.96	9.58	1.69	71	59	1	....	131	5.54	5.04	.58
London—Provincial	96	133	9	....	238	10.62	9.15	.19	77	93	4	....	174	8.81	6.69	.19
Fort William and Port Arthur—Commercial (7)	3434	14	...	12	3460	148.56	133.27	127.06	748	2	....	1	751	20.52	28.98	40.09
Winnipeg	6243	1442	35	102	7822	354.86	300.85	334.19	2466	610	26	22	3124	177.20	120.16	186.81
Municipal	159	203	5	18	385	15.58	14.81	14.69	59	105	2	9	175	8.73	6.73	9.42
Girls' Home of Welcome	....	127	...	....	127	5.00	4.88	9.61	....	19	....	....	19	1.54	.73	2.69
Y.W.C.A.	1	150	...	7	157	6.70	6.04	8.08	....	20	....	2	22	.67	.85	2.12
Commercial (10)	6084	962	30	77	7153	327.58	275.12	301.81	2407	466	24	11	2908	166.26	111.85	172.58
Brandon	805	44	20	54	923	42.93	36.37	22.08	128	14	2	11	155	12.54	6.02	11.69
Y.W.C.A.	....	4	...	4	8	.42	.33	62	....	4	....	4	8	.42	.33	.31
Commercial (3)	805	40	20	50	915	42.51	36.04	21.46	128	10	2	7	147	12.12	5.69	11.38
Regina	662	85	11	91	849	47.36	33.48	45.46	473	31	3	21	528	22.12	21.13	31.27
Y.W.C.A.	....	2	...	14	16	.56	.62	.23	....	1	....	3	4	.22	.15	.23
Commercial (3)	662	83	11	77	833	46.80	32.86	45.23	473	30	3	18	524	21.90	20.98	31.04
Saskatoon	2185	189	...	63	2437	133.34	93.92	104.20	644	48	....	18	710	38.52	27.35	38.92
Provincial	185	29	...	....	214	26.69	8.23	24.15	152	21	....	....	173	22.04	6.65	12.08
Y.W.C.A.	....	60	...	63	123	4.46	4.92	5.40	....	14	....	18	32	1.00	1.28	.84
Commercial (3)	2000	100	...	....	2100	102.19	80.77	74.65	492	13	....	....	505	15.48	19.42	26.00
Calgary	2240	156	7	12	2415	132.49	92.88	100.09	1631	34	2	4	1671	91.55	64.31	75.00
Y.W.C.A.	....	88	...	....	88	3.74	3.38	.....	....	13	....	3	16	.46	.62	.....
Commercial (5)	2240	68	7	12	2327	128.75	89.50	100.09	1631	21	2	1	1655	91.09	63.69	75.00
Edmonton	4509	548	34	137	5228	200.49	201.78	112.15	1926	149	6	9	2090	88.66	80.59	70.27
Y.W.C.A.	....	55	...	....	55	3.59	2.12	2.77	....	14	....	....	14	.89	.54	.58
Commercial (10)	4509	493	34	137	5173	196.90	199.66	109.38	1926	135	6	9	2076	87.77	80.05	69.69
New Westminster	3	24	...	8	35	1.69	1.38	.31	3	6	....	6	15	.34	.59	.12
Municipal	3	....	...	8	11	1.50	.42	.31	3	....	....	6	9	.15	.35	.12
Y.W.C.A.	....	24	...	....	24	.19	.96	.....	....	6	....	....	6	.19	.24	.....
Vancouver	3042	604	21	374	4041	182.46	156.20	128.32	2394	217	9	77	2697	110.47	104.21	93.13
Municipal	112	83	4	....	199	7.63	7.96	5.48	116	12	4	....	132	5.33	5.28	5.48
Y.W.C.A.	....	146	...	18	164	6.54	6.31	4.46	....	25	....	3	28	1.35	1.08	.38
Commercial (10)	2930	375	17	356	3678	168.29	141.93	118.38	2278	180	5	74	25.37	103.79	97.85	87.27
Victoria	101	207	...	51	359	20.17	14.03	13.75	65	55	....	18	136	6.68	5.26	6.85
Municipal	22	37	...	....	59	5.11	2.27	.....	6	13	....	....	19	.96	.73	.....
Y.W.C.A.	....	59	...	....	59	2.46	2.36	1.40	....	6	....	....	6	.19	.24	.20
Commercial (6)	79	111	...	51	241	12.60	9.40	12.35	59	36	....	16	111	5.53	4.20	6.65
Total (19 centres)	32046	4383	158	1369	37956	1755.58	1470.50	1346.76	16260	1816	64	359	18499	856.80	716.21	747.74

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

EMPLOYMENT for civic employees during the first payroll period of two weeks in December, as indicated by reports from 15 cities showing the number of workers temporarily employed and the wages paid these employees, showed an increase of about 17 per cent in the number of employees and a decline of about 15 per cent in the wages paid. In December, 9,067 persons were temporarily employed and the payrolls amounted to $222,227.18, as compared with 7,787 employees and an aggregate payroll of $263,590.36 in November. Larger numbers of employees and larger payrolls were reported at Regina, Edmonton and Vancouver, while smaller numbers of workers and smaller payrolls were reported at St. John, Ottawa, Hamilton, London, Winnipeg, Brandon, Moose Jaw, Calgary and Victoria. Montreal, Toronto and Saskatoon reported larger numbers of persons employed, with declines in the amounts of wages paid.

Reports from nine cities are available since July, 1916, and are summarized in the accompanying table. As regards the number of workers employed, the figures show a decline beginning in January, 1917, and continuing almost without interruption to November. In December a slight increase over the three preceding months is shown, but this increase in the number of employees is accompanied by a decrease in the wages paid, the total of the December payrolls being the smallest in the 18 months of the record. This gain in employees accompanied by falling off in wages shown in both tables is evidence of the volume of casual employment afforded in December in removing snow from the streets and in other casual work incident to winter weather.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS, NOVEMBER AND DECEMBER, 1917

City.	Number of employees temporarily employed in first fortnight in:		Amount of wages paid employees temporarily employed in first fortnight in:	
	Nov.	Dec.	November	December
St. John	299	233	$6,927.31	$6,200.67
Montreal	2,348	3,702	66,674.94	48,308.08
Ottawa	399	292	14,758.82	11,524.87
Toronto	1,511	1,906	55,871.52	50,729.80
Hamilton	392	353	14,156.55	11,188.63
London	317	198	10,562.06	6,074.05
Winnipeg	512	371	19,092.43	14,695.25
Brandon	45	42	1,355.29	1,077.70
Regina	251	307	9,990.55	10,889.68
Moose Jaw	88	72	3,346.65	2,606.45
Saskatoon	290	296	11,437.25	10,486.23
Calgary	356	305	12,549.80	9,972.40
Edmonton	343	361	12,908.62	14,062.89
Vancouver	446	460	16,741.49	17,996.24
Victoria	190	169	7,217.08	6,414.24
Total	7,787	9,067	$263,590.36	$222,227.18

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY NINE CITY CORPORATIONS, JULY, 1916—DECEMBER, 1917.

Month.	Total number of employees temporarily employed in first fortnight.	Total amount of wages paid employees temporarily employed in first fortnight.
1916		
July	10,244	$281,062.15
August	9,425	275,364.93
September	8,397	235,632.94
October	8,079	220,986.22
November	7,669	211,678.38
December	6,360	164,293.79
1917		
January	8,466	193,797.33
February	7,784	213,605.85
March	8,390	210,691.01
April	7,341	167,938.77
May	6,639	160,076.31
June	6,515	206,449.96
July	6 612	201 856.82
August	5.954	188,731.51
September	5 445	174,203.48
October	5,165	161,374.34
November	4.879	160,695.47
December	5,932	129,662.49

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades as indicated by the value of building permits issued in 35 cities, showed a decrease during December as compared with the previous month, the total value of permits falling from $2,149,223 in November to $874,689 in December, a decrease of $1,274,534, or 59.3 per cent. The only province to record an increase was British Columbia. As compared with the corresponding month of 1916, there was a decrease of 81.6 per cent, the value for December, 1916, being $4,765,313. In this comparison none of the provinces reported increases.

Of the larger cities—Montreal, Toronto, Winnipeg and Vancouver—the last named only showed an increase as compared with November, 1917, while each of the centres recorded a decrease in comparison with December, 1916. Of the smaller cities, Three Rivers, Westmount, Brantford and Kingston showed increases in both cases.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THRITY-FIVE CITIES

City	November, 1917	December, 1917	December, 1916	December, 1917, compared with November, 1917 Increase (+) Decrease (—)		December, 1917, compared with December, 1916 Increase (+) Decrease (—)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	**$81,373**	**$24,390**	**$61,020**	— **$56,983**	— **70.04**	— **$36,630**	— **60.03**
Halifax	35,208	13,255	52,820	— 21,953	— 63.35	— 39,565	— 74.90
Sydney	46,165	11,135	8,200	— 35,030	— 75.88	+ 2,935	+ 35.79
New Brunswick	**25,903**	**2,625**	**18,100**	— **24,278**	— **90.24**	— **15,475**	— **85.50**
Moncton	18,403	1,125	16,100	— 17,278	— 93.88	- 14,075	03.01
St. John	8,500	1,500	2,000	— 7,000	— 82.35	— 500	— 25.00
Quebec	**784,170**	**132,610**	**487,383**	— **651,560**	— **83.09**	— **354,773**	— **72.79**
Maisonneuve	1,200	.....	.....	— 1,200	.....	.....	.....
Montreal	219,355	56,270	298,000	— 163,085	— 74.35	— 241,730	— 81.12
Quebec	495,945	8,440	89,060	— 487,505	— 98.30	— 80,629	— 90.52
Sherbrooke	53,400	.....	88,500	— 53,400	.....	— 88,500	.....
Three Rivers	12,770	50,000	3,750	+ 37,230	+291.54	+ 46,250	+1233.33
Westmount	1,500	17,900	8,064	+ 16,400	+1093.33	+ 9,836	+121.97
Ontario	**971,142**	**620,485**	**3,809,765**	— **350,657**	— **36.18**	— **3,189,280**	— **83.07**
Brantford	27,346	149,915	5,735	+ 122,569	+448.22	+ 144,180	+2514.04
Fort William	11,100	850	1,500	— 10,250	— 92.34	— 650	— 43.33
Guelph	6,515	150	43,750	— 6,365	— 97.70	— 43,600	— 99.66
Hamilton	153,460	26,450	116,750	— 127,010	— 82.76	— 90,300	— 77.34
Kingston	4,247	9,607	2,870	+ 5,360	+126.21	+ 6,737	+234.74
Kitchener	11,765	.....	13,825	— 11,765	.....	— 13,825	.....
London	85,010	34,590	18,705	— 50,420	— 59.31	+ 15,885	+ 84.92
Ottawa	104,200	11,100	41,125	— 93,100	— 84.34	— 30,025	— 73.01
Peterborough	7,235	335	1,025	— 6,900	— 95.37	— 690	— 67.31
Port Arthur	5,932	2,740	6,272	— 3,192	— 53.81	— 3,532	— 56.31
Stratford	6,060	790	115	— 5,270	— 86.96	+ 675	+586.96
St. Catharines	56,448	8,215	36,145	— 48,233	— 85.45	— 27,930	— 77.27
St. Thomas	2,400	800	4,700	— 1,600	— 66.67	— 3,900	— 82.98
Toronto	418,019	370,358	3,428,848	— 47,661	— 11.40	— 3,058,490	— 89.11
Windsor	71,405	4,585	87,400	— 66,820	— 93.58	— 82,815	— 94.75
Manitoba	**49,300**	**9,600**	**29,205**	— **39,700**	— **80.50**	— **19,425**	— **66.92**
Brandon	2,700	.....	125	— 2,700	.....	— 125	.....
Winnipeg	46,600	9,600	28,900	— 37,000	— 79.40	— 19,300	— 66.78
Saskatchewan	**109,290**	**12,584**	**18,380**	— **96,706**	— **88.48**	— **5,796**	— **31.53**
Moose Jaw	33,950	800	125	— 33,150	— 97.64	+ 675	+540.00
Regina	13,240	7,050	2,655	— 6,190	— 46.75	+ 4,395	+165.54
Saskatoon	62,100	4,734	15,600	— 57,366	— 92.38	— 10,866	— 69.65
Alberta	**83,700**	**10,200**	**29,700**	— **73,500**	— **87.81**	— **19,500**	— **65.66**
Calgary	27,700	10,200	9,200	— 17,500	— 63.18	+ 1,000	+ 10.87
Edmonton	56,000	.....	20,500	— 56,000	.....	— 20,500	.....
British Columbia	**43,345**	**62,195**	**311,940**	+ **18,850**	+ **43.48**	— **249,745**	— **80.05**
New Westminster	4,550	1,600	1,700	— 2,950	— 64.84	— 100	— 5.88
Vancouver	35,075	56,295	236,365	+ 21,220	+ 60.49	— 230,070	— 80.34
Victoria	3,720	4,300	23,875	+ 580	+ 15.59	— 19,575	— 81.99
Total—35 cities	**$2,149,223**	**$ 874,689**	**$ 4,765,313**	— **$ 1,274,534**	— **59.30**	— **$ 3,890,624**	— **81.64**

MIGRATION AND SETTLEMENT

OF persons other than citizens of the United States, 2,609 left the United States in October, 1917, to take up permanent residence in British North America, as compared with 2,330 in September, 1917; 3,132 persons (other than citizens of the United States) departed from British North America in October, 1917, to take up permanent residence in the United States, as compared with 3,309 in September, 1917, indicating for British North America an outward balance of 523 in October of this class of persons compared with 979 in September, 1917.

HOMESTEAD ENTRIES.—During November, 1917, there were 203 homestead entries in Manitoba, 275 in Saskatchewan, 331 in Alberta and 18 in British Columbia, a total of 827, as compared with a total of 895 in October, 1917, and 858 in November, 1916.

LANDS PATENTED.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon Territory for the month of November, 1917, the number of patents was 1,766 and the number of acres 288,108.78, as compared with 2,143 patents and 334,698.08 acres in October, 1917, and 1,359 patents and 229,267.80 acres in November, 1916.

PRICES, RETAIL AND WHOLESALE, IN CANADA, DECEMBER, 1917, AND IN OTHER COUNTRIES

THE chief movements in prices for the month were in bran, shorts, hay, oats, and barley, but among textiles, jute and flax products advanced steeply. There were slight increases in nearly all the groups except fruits and vegetables where prices were lower for potatoes, turnips, raisins and prunes. In retail prices the chief increases were in salt pork, lard, and eggs, but there were slight increases in many of the staple foods.

The average cost of a family budget of staple foods in terms of the average retail prices in some sixty cities was $12.24 as compared with $12.10 for November, $10.10 for December, 1916, and $7.95 for December, 1914. In fuel, prices were also higher for coal and wood. In foods, as compared with a year ago, the chief increases appeared in eggs, meats, milks, dairy products, bread, flour and beans.

In wholesale prices the index number, based on the average prices of 272 commodities in the decade 1890-99, rose to 253.5 as compared with 247.3 in November, and 207.4 in December, 1916. The chief increases for the month appeared in the groups: Grains and Fodder, Animals and Meats, Dairy Products, Fresh Fish, and Textiles, with slight increases in Breadstuffs, Hides, Metals, Fuel, Building Materials, Chemicals, and Miscellaneous.

The weekly budget for a family of five, including staple foods, laundry starch, coal wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative propor-

tion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the *Labour Gazette* from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts inhabited by workingmen.

Retail Prices

Sirloin steak was slightly lower at St. Catharines, Port Arthur, Fort William, and Hamilton, but advanced in St. Thomas, Ont., and Fernie, B.C. Shoulder roast advanced at Ottawa, St. Thomas, and Winnipeg. Veal advanced at Hull, Que., Hamilton, but was lower at Port Arthur and Vancouver. Fresh pork advanced at Quebec, Ottawa, Brockville, Belleville Orillia, and St. Thomas. Salt pork advanced at Fredericton, Quebec, St. Hyacinthe, Montreal, Hamilton, Calgary, and Victoria. Bacon was higher at Sydney, St. John, Quebec, Sorel, Ottawa, St. Thomas, Edmonton, and Nanaimo. Lard was higher in many of the cities.

Fresh eggs were higher throughout the Dominion, reaching 75-80c. in some Western cities and being up to 65c. in several cities in Ontario, and to 70c in some localities in the Maritime provinces. Milk was higher at Sydney, Westville, Truro, Moncton, St. Hyacinthe, Hull, Brantford, Guelph, Windsor, Regina, New Westminster, and Victoria, but was lower at Vancouver. Butter was higher in several of the cities. Cheese was steady. Bread and flour were steady. Rolled oats, rice and tapioca were also unchanged in most of the cities.

Canned corn rose at Westville, Moncton, St. Hyacinthe, St. John's, Montreal, Brockville, Kingston, Niagara Falls, Woodstock, St. Thomas, New Westminster, and Victoria, but declined at St. John and St. Catharines. Beans were higher at St. John, St. Hyacinthe, Hull, Kingston, but declined at Brockville, St. Catharines, Woodstock, Vancouver, and Victoria. Evaporated apples rose in price to 20c and 25c per lb., in some of the cities as a result of the short crop. Prunes were higher in Amherst, St. Hyacinthe, St. John's Brockville, Belleville, Peterborough, Orillia, Guelph, Windsor, and Victoria, but declined at St. John, Woodstock, and New Westminster.

Sugar was higher at St. John, Three Rivers, Sherbrooke, Orillia, Windsor, but was down at Vancouver.

Potatoes were higher at Sydney, Ottawa, Kingston, Belleville, Peterborough, Hamilton, Brantford, Galt, Kitchener, Woodstock, Stratford, London, Owen Sound, Cobalt, Sault Ste. Marie, Port Arthur, Fort William, Regina, Moose Jaw, Medicine Hat, Calgary, and New Westminster, but declined at Fredericton, St. John's, Orillia, Lethbridge, and Vancouver.

Anthracite coal was higher in Nova Scotia, Quebec, Ontario, and Saskatchewan. Bituminous coal was lower in Nova Scotia, but was higher in Quebec Ontario, and British Columbia. Wood

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA.

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1914	1915	1916	Dec. 1914	Dec. 1915	Dec. 1916	Nov. 1917	Dec.† 1917
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	48.8	47.6	50.3	47.4	46.6	51.6	62.6	62.4
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	33.4	32.8	34.0	33.4	32.2	33.8	43.4	43.4
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	17.3	17.5	18.7	17.6	17.5	19.3	24.3	24.7
Mutton, roast, hindq'r	1 "	11.8	12.2	16.8	18.0	17.8	19.1	20.8	20.9	23.3	20.7	20.8	24.2	29.7	30.4
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	20.2	19.2	22.0	19.3	19.7	23.7	32.5	32.7
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	37.2	35.4	38.7	36.8	36.0	41.2	59.8	62.4
Bacon, breakfast	1 "	15.4	17.8	24.5	23.8	22.5	24.7	25.9	25.6	28.8	25.5	26.3	30.9	44.1	44.6
Lard, pure leaf	2 "	26.2	28.2	40.6	36.0	35.6	38.4	37.2	35.6	40.4	36.2	36.2	47.6	64.8	65.8
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	34.4	32.7	33.0	45.1	45.4	56.7	58.1	60.8
Eggs, storage	1 "	20.2	23.4	28.4	27.9	31.2	28.1	32.0	28.6	32.7	34.5	35.4	44.9	50.7	50.7
Milk	6 qts.	36.6	39.6	48.0	49.2	49.8	51.6	52.8	52.9	52.6	52.8	52.2	59.4	69.6	70.8
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	58.0	57.2	61.6	68.7	60.0	65.4	84.2	94.4	94.8
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	33.7	35.3	38.5	34.9	37.4	49.0	51.4	51.3
Cheese, old	1 "	16.1	17.6	18.5	19.2	20.1	20.5	21.4	23.8	26.0	22.1	24.3	29.9	34.0	33.2
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	19.8	21.6	24.2	20.3	22.0	28.2	30.1	30.3
Bread, plain, white	15 "	55.5	58.5	66.0	64.5	60.0	61.5	64.5	70.7	74.8	67.5	66.0	91.5	112.5	112.5
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	35.0	39.5	41.7	37.0	35.0	54.0	65.0	65.0
Rolled oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	22.5	25.1	24.6	24.5	23.5	27.0	33.0	33.5
Rice, good, medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	12.2	11.9	13.1	13.2	12.2	13.6	18.8	19.2
Beans, handpicked	2 "	8.6	9.4	10.8	10.4	11.6	12.4	12.4	14.5	19.5	13.4	16.6	23.8	32.6	32.6
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	12.8	11.9	13.4	12.2	12.2	13.8	16.8	17.5
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	12.6	12.9	13.1	12.8	12.7	13.3	16.5	16.6
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.6	25.6	31.4	35.8	31.2	30.8	37.2	42.8	43.2
Sugar, yellow	2 "	10.0	9.8	10.8	11.0	12.0	11.0	11.8	14.4	16.6	14.4	14.2	17.6	19.8	20.0
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.4	9.4	9.9	9.7	9.7	9.9	12.5	12.5
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	9.6	9.7	10.2	9.7	10.0	9.7	11.9	11.9
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	9.3	9.4	10.8	9.8	9.9	9.9	9.8	9.9	10.1	10.1
Potatoes	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	41.0	33.6	58.7	32.0	42.0	64.0	67.0	70.7
Vinegar, white wine	½ "	.7	.7	.7	.7	.8	.8	.8	.7	.8	.8	.7	.8	.9	.8
All Foods		$5.48	$5.96	$6.95	$7.14	$7.34	$7.34	$7.73	$7.87	$8.79	$7.95	$8.13	$10.10	$12.10	$12.24
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	½ lbs.	2.9	3.0	3.1	3.1	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.4	4.5	4.5
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.0	54.0	52.7	46.0	54.1	53.0	63.1	69.7	77.9
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	38.1	38.8	39.4	37.2	37.0	47.3	54.9	55.6
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.5	38.8	42.9	42.2	41.5	44.5	59.6	60.8
Wood, soft	" "	22.6	25.5	29.4	30.0	30.0	30.6	31.3	30.8	30.8	31.1	30.2	32.2	43.5	44.0
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.6	23.3	23.0	23.4	23.0	23.1	26.0	25.6
Fuel and lighting		$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.90	$1.82	$1.92	$1.88	$1.85	$2.10	$2.54	$2.64
Rent		$2.37	$2.89	$4.05	$4.05	$4.60	$4.75	$4.65	$4.12	$4.04	$4.39	$3.97	$4.09	$4.51	$4.45†
Grand Total		$9.37	$10.50	$12.79	$13.00	$13.79	$14.02	$14.31	$13.84	$14.78	$14.25	$13.93	$16.33	$19.19	19.38†

AVERAGE COST OF STAPLE FOODS BY PROVINCES.

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$7.48	$7.83	$8.71	$7.81	$8.24	$9.98	$12.15	$12.36
Prince Edward Island	4.81	5.26	5.81	5.80	6.11	6.34	6.69	6.62	7.57	6.89	6.95	8.29	10.66	10.81
New Brunswick	5.38	5.83	6.55	6.84	7.13	7.04	7.44	7.68	8.70	7.76	8.11	9.87	12.05	12.24
Quebec	5.15	5.64	6.33	6.46	6.97	6.87	7.16	7.39	8.43	7.31	7.76	9.74	11.66	11.83
Ontario	5.01	5.60	6.50	6.67	7.25	7.20	7.48	7.68	8.84	7.74	8.11	10.27	12.20	12.39
Manitoba	5.85	6.19	7.46	7.41	7.88	7.87	8.15	8.07	8.63	8.27	8.43	9.98	11.53	11.67
Saskatchewan	6.86	6.92	7.86	8.08	8.16	8.25	8.32	8.30	8.85	8.81	8.32	10.34	11.95	12.05
Alberta	6.02	6.50	8.00	8.08	8.15	8.33	8.27	8.21	8.79	8.47	8.36	10.35	12.06	12.25
British Columbia	6.93	7.74	8.32	8.79	9.03	9.13	9.12	8.81	9.25	8.80	8.65	10.66	12.63	12.67

*December only. †Halifax and Saskatoon omitted.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Nova Scotia					P.E.I.	New Brunswick					Quebec			
	Sydney	Westville	Amherst	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Newcastle	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1–Beef, sirloin steak....lb.....	35	30	30	32	**31.8**	28	32	33	35	30	**32.5**	25–23	30	30	28–30
2–Beef, round steak.... "	30	30	30	30	**30.0**	28	30	28	30	28	**29.0**	25–28	28	28	28–30
3–Beef, rib roast prime.. "	30	25–28	22	28	**26.6**	25	28	30	24	22	**26.0**	25	30	25	25
4–Beef, shoulderroast.. "	25–28	23	20	24	**23.4**	25	20–24	22	16	20	**20.0**	19–20	20	20	20–22
5–Veal, roast, forequarter "	15–20	15	22	18	**18.1**	.....	.....	16	15	15	**15.3**	25–30	18	20	18–20
6–Mutton, leg roast, h'q. "	25–30	18–20	25	22	**23.1**	.....	25–30	30	20	20	**24.4**	25–28	25	.....	30
7–Pork, fresh, roast, ham "	32–35	30	30	28	**30.4**	28	30	30	25	28	**28.3**	30–32	30	30	30
8–Pork, fresh chops.... "	38	25–30	30	30	**31.4**	28	30	32	30	30	**30.5**	30	30	30	30
9–Pork, salt, mess..... "	22	35	30	30	**29.3**	28	30	32	33	35	**32.5**	30–32	33	30	30
10–Bacon, br'fast, not sli'd "	45	35	38	40	**39.5**	40	45	45	45	40	**43.8**	42	50	45	50
11–Fish, fresh, g. quality. "	7	15–18	25	.....	**16.2**	10	12	10–15	12	10	**11.6**	12	15–35	22	9–12
12–Fish, salt, herrings..doz.....	60	50	60	50	**55.0**	50	50	48	45	60	**50.8**	60	60	.....	50
13–Salmon, canned, med..lb.....	.....	.....	35	25	**30.0**	25–30	30	35	28	30	**30.8**	30	25–40	30	25
14–Lard, pure leaf, best.. "	38	35	32	35	**35.0**	32	32	32	33	35	**33.0**	32	33	35	30
15–Eggs, new laid.....doz.....	70	60	55	60	**61.3**	45	50	65	70	55	**60.0**	60–65	60	.....	55
16–Eggs, storage..... "	.....	55	50	.....	**52.5**	.....	.....	50	50	.....	**50.0**	55	50	60	48
17–Milk, delivered.....qt.....	12–14	12	10	11	**11.5**	8	10–11	12	11	10	**10.9**	12	12	11.1	10
18–Butter, dairy solids...lb.....	52	50	50	45	**49.3**	45	50	48–50	45	50	**48.5**	44–46	47	48	45
19– " creamery prints "	55	55	53	55	**54.5**	48	55	55	54	55	**54.8**	48–50	50	53	46
20–Cheese, old..... "	.....	.....	.....	.....	.....	26	.....	32	32	.....	**32.0**	34–36	35	.....	28
21–Cheese, new..... "	30	30	30	32	**30.5**	26	30	30	30	30	**30.0**	30–32	30	35	26
22–Bread, plain white... "	7–8	8	8	8	**7.9**	5.5	8	8	8	8	**8.0**	7	6	7.5	6.3
23–Flour, family..... "	7.2–7.4	7.6	7	8	**7.5**	6.6	6.6	6.8	7	7.6	**7.0**	7	6.6	7.6	6.4
24–Rolled oats, standard. "	8	7	7	8	**7.5**	7	7	8	7	7	**7.3**	6	5.5	7	6
25–Rice, medium..... "	12–15	10	10	10	**10.9**	7	10	10	12	10	**10.5**	10	10	9	9
26–Rice, Patna..... "	.....	.....	10	10	**10.0**	9	.....	12	14	15	**13.7**	.....	12	12.5	10
27–Tapioca, medium pearl "	18	15	25	20	**19.5**	14	18	12	18	22	**17.5**	15	17	18	18
28–Tomatoes, canned 3's can.....	28	28–30	25	30	**28.0**	22	24	25	28	27	**26.0**	25	25	25	25
29–Peas, canned 2's.... "	25	20	20	20	**21.3**	20	18	20	15	20	**18.3**	20	18	20	18
30–Corn, canned 2's.... "	25	25	25	20	**23.8**	25	22	20	25	23	**22.5**	20	25	22	22
31–Beans, common.....lb.....	20	18	18	18	**18.5**	16	18	18	17	18	**17.8**	18	20	18	15
32–Apples, evaporated... "	.....	18	16	.....	**17.0**	12	15	22	20	18	**18.8**	13	20	.....	.....
33–Prunes, medium..... "	12–20	15	18	.....	**16.3**	16	18	14	20	.....	**17.3**	12	20	.....	15
34 Sugar, granulated.... "	12	11	10	10.8	**11.0**	10	10	11	10	11	**10.5**	10	11	11.1	10
35 Sugar, yellow..... "	11	10	9.1	10.8	**10.2**	9.5	10	10	8.3	10	**9.6**	9	10.5	10	9.5
36–Tea, black, medium.. "	50–55	55	55	45	**51.9**	50	60	55	55	55	**56.3**	50	40	45	40
37–Tea, green, medium.. "	.....	55	55	.....	**55.0**	60	.....	65	60	65	**63.3**	50	40	45	30
38–Coffee, medium..... "	40–45	45	45	40	**43.1**	45	45	40	40	45	**42.5**	50	40	45	40
39–Potatoes, local, per bag of 1½ bu., 90 lbs.....	$2.10	$1.50	$1.80	$2.10	**$1.88**	$1.50	$1.80	$2.40	$2.10	$1.50	**$1.95**	$2.25–$2.50	*2.70	$2.40	$2.50
40–Vinegar, white wine, XXX, per quart.....	.12	.12	.09	.13	**.115**	.12	.10	.12	.10	.15	**.118**	.18–.22	.15	.125	.10
41–Starch, laundry, per pound.....	.15	.12	.15	.15	**.143**	.14	.15	.14	.14	.15	**.145**	.12–.14	.15	.15	.13
42–Coal, anthracite, stove size, per ton, 2,000 lbs.....	16.80	.....	14.00	14.25	**15.02**	15.00	.....	14.50	13.00	14.00	**13.83**	11.25	10.50	9.50	10.50
43–Coal, bituminous, domestic, per ton, 2,000 lbs.....	4.80	5.35	7.00	7.75	**6.23**	8.00	8.00	7.75–8.25	9.00	8.25	**8.31**	11.00	10.00	10.00	10.50
44–Wood, hard, best, per long cord. (128 cu. ft.).....	6.00	5.00	6.00	7.00	**6.00**	6.00	8.00	6.40–*b*9.60	14.00	6.00	**9.00**	13 33–*b*14.67	12.00	13.00	13.00
45–Wood, soft, best, per long cord. (128 cu. ft.).....	5.00	4.00	4.50	4.50	**4.50**	6.00	4.00	*b*4.80	7.00	4.00	**4.95**	11.13–*b*12.67	8.00	11.00	8.00–9.00
46–Coal, oil, prime white, per gallon.....	.25	.25	.25	.24	**.248**	.24	.24	.24	.24	.25	**.243**	.20	.25	.25	.22
47–Rent, house, 6 roomed, san. conveniences, mon.....	14.00–18.00	12.00	16.00	18.00–20.00	**15.75**	8.00–10.00	20.00	12.00	16.00	14.00	**15.50**	22.00–25.00	12.00	16.00	24.00
48–Rent, house, 6-roomed, no san. con., per month.....	4.00–12.00	8.00	7.00	12.00–15.00	**9.13**	7.00–8.00	14.00	9.00	12.00	10.00	**11.25**	.....	8.00	14.00	7.00

*Calculated from price per 80 lbs. *b*Calculated from price per wagon load.

CANADA, AT THE MIDDLE OF DECEMBER, 1917

Quebec (*Continued*)					Ontario														
St. Hyacinthe	St. John's	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
25	30	28	25-30	28.3	35	30-32	30-35	28	30	30-32	30-35	35	32-34	28	34	30	35	33	1
25	30	22	25-30	27.0	32	30	28-32	25	30	30	25-30	32	30-31	27	30	30	30	30	2
18	22	20	25-30	24.1	30	25-26	30	24	24	28	25-30	28	24-26	25	25	25	28	25	3
18	20	16-18	18-20	19.3	28	24	22-25	22	22	20-23	19-22	23	22-23	19	23	22	24	24-25	4
20	32	20	18	21.5	.....	.....	.....	28	25	28	25-28	30	27-28	30	30	25	27	28	5
30	35	25	28	28.5	38	20-25	30	35	35	25	32-38	35	30	28	40	30	30	.....	6
27	30	35	32	30.6	38	30-33	35	32	35	32	37-40	40	36	37	37	35	30	35	7
27	30	38	32	30.9	38	32-35	30-38	34	38	30-35	40-45	40	38	38	40	35	40	38-40	8
32	35	36	31	32.3	37	30	30-35	.....	30	.....	35-38	32	29	32	35	25	31	30	9
35	38	43	33	42.0	48	40-45	40-45	48	50	48	45-48	53	43	45	45	40	42	50	10
12-18	20	10	15-25	16.2	10-12	10-30	15-20	12.5	20	15	11-22	18	18-25	18	20	28	12½-20	12-20	11
.....	72	60	55	59.5	.....	25	.....	.....	60	.....	60	.....	.....	50	50	.....	.....	60	12
25	25-30	25	25	27.5	22-30	20-40	28-30	25	30	30	25-35	35	27	30	35	35	30	30	13
32	35	35	32	33.0	34	32-33	30	34	35	34	32	34	34	32	34	30	33	35	14
60	60	50	55	57.5	60	55	60-75	60	60	55	60-65	60	60	60	60	55-60	65	65	15
.....	50	.....	46	51.5	.....	50	50	50	50	.....	50	.....	50	47	50	.....	55	55	16
9	9	13	10	10.8	11	11-12	10	11	12	10	13.3	12	12	12.5	12	11.8	10-11	10.5	17
.....	46	43	48	46.0	50	48	45-48	50	*a*50	45	45-50	.....	51	48	49	50	*a*49	*a*49	18
43	48	48	50	48.4	51	48-52	48-50	52	52	50	52-55	55	51-52	49	50	52	52	50	19
30	35	35	28	32.3	38	.....	30	34	35	35	38	30	.....	28	.....	32	35	38	20
.....	30	30	23	29.3	32	29-32	.....	.....	30	30	28-30	28	32	.....	30	26	30	32	21
6.5	5.3	8	5.7-7.3	6.0	6.9	6.7	7.3	6.3	6.7	7.3	7.3	7.3	7.3	8	6.7	7.3	7.3	7.3	22
6.4	6.8	7.2	6.2	6.8	6.8	6-6.8	7.4	6.8	6.4	5.6	6.6	6.8	6.2	6	6.4	5.8	6.2	5.9	23
7	8	6	5.8	6.4	6.7	6.5	6	7	8	4.5	6	7	6.3	7	7	6.3	6.3	6.7	24
8	10	10	9	9.4	10	10	10-12	10	10	8.3	8	7	10-12	10	10	10	10	.....	25
10	12	12	10	11.2	10	12.5	10	11	13	10	10-12.5	12.5	12½-15	13-14	10	12	12.5	10	26
12	15	18	16	16.1	15	15-18	15	20	15	18	18	12.5	15	17	20	18	20	20	27
32	25	25	25	25.9	25	23-25	20-25	25	25	30	25-30	25	25	25	28	25	25	25	28
25	22	20	15	19.8	18	15-20	18	20	20	20	18-30	20	20	18	20	20	20	18	29
25	22	25	20	22.6	20	20-22	23	25	23	25	25	25	20	25	25	20	20	20	30
15	18	20	15	17.4	15	12½-15	13-15	15	18	15	15	15.5	15	15	15	20	18	15	31
15	25	18	15	17.7	17	15	.....	.....	20	.....	.....	.....	.....	15	.....	.....	.....	18	32
15	25	18	15	17.1	18	18	15	18	20	17.5	15-20	17	.....	13-18	20	20	18	18	33
10	10.5	10	10	10.3	10	11.1	10	10	10.5	11.1	11	10	11.1	11.1	10	11.1	11.1	10	34
9.1	10	9.5	9.1	9.6	9.5	10	9.1	9.5	10	10	10	9.5	10	10	9.5	10	10	10	35
40	40	45	45	43.1	60	55	40-45	55	60	40	50-55	40	50-55	50	60	50-60	55	50	36
40	40	40	40	40.6	45	50	40-45	55	55	30	50-55	40	35-40	50	60	50	50	45-50	37
40	40	30	40	40.6	45	40	40	35	45	40	40-50	30	35-40	30	45	30-50	40	30	38
$2.25	$2.25	$2.50	$2.00	$2.37	$2.20	$1.75 $2.00	$2.25	$2.25	$2.25	$1.75	$2.35	$2.25	$2.40	$2.30	$2.40	$2.25	$2.25	$2.35	39
.10	.12	.15	.10	.131	.125	.10	.12	.10	.125	.10	.12	.125	.12	.10	.10	.10	.13	.10	40
.10	.12	.12	.10	.125	.13	.12	.15	.12	.125	12	.12-.15	.14	.12-.14	.12	.15	.12	.13	.13	41
11.00	10.00	10.00	9.50-10.00	10.31	9.75	10.00	10.00	10.50	10.00	12 00-12.40	9.85	9.00	9.50	9.00-10.00	9.25	9.25-9.75	9.50	8.50-9.50	42
11.00	.....	8.50	9.00	10.00	10.25	.....	10.00	8.50	11.00	11.00	11.60	9.00	10.25	10.00	10.00	9.00	9.00	9.50	43
11.00-12.00	15.00	14.00	8.00	12.56	8.50	*b*13.50	10.00	8.00	10.00	10.00	15.00	.....	.....	.....	.....	15.00	11.50	15.00	44
9.00-10.00	9.00	8.00	6.00	8.99	4.50	.....	7.50	7.00	7.00	7.00	9.00	.....	.....	12.00	10.00	11.00	8.00	8.50	45
.22	.20	.25	.20	.224	.30	.22-.25	.22	.20	25	.22	.20-.25	.20	.22	.20	.22	.25	.23	.24	46
12.00-14.00	10.00-12.00	14.00-18.00	17.00	15.31	24.00	16.00	14.00-18.00	15.00-18 00	18.00-20.00	12.00-15.00	25.00-35.00§	13.00-18.00	16.00	22.00-23.00	15.00-20.00	16.00	14.00-16.00	18.00-22.00	47
9.00-12.00	6.00-10.00	12.00-13.00	15 00	10 71	17.00	11.00	12.00-15.00	12.00-15.00	14.00-16 00	10.00-12 00	15 00	10.00-13.00	14.00	16.00-18.00	13.00	12.00	10.00-12.00	12.00-15.00	48

*a*Dairy prints. †In 20 lb. lots, 10.75c.

§Since May, houses to rent have brought $20.00 to $30.00, but some higher, especially in the autumn. Houses without sanitary conveniences have brought $10.00 to $20.00.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin, steak.....lb.	33	32	33	32	32	32	30	35	35	30-32	30-32	32.2	28	30	29.0
2-Beef, round steak..... "	30	30	30	30	30	32	25	30	34	28	28	29.6	25	25	25.0
3-Beef, rib, roast, prime..... "	28	22	28	25	23-25	30	22-25	28	23-25	25-28	25	26.2	25	25	25.0
4-Beef, shoulder roast..... "	23	20	25	23	22	25	15-17	25	22-23	20-22	20-22	22.5	18	22	20.0
5-Veal, roast, forequarter.... "	25	28	28	25	25	26	25	28	25	28	27-30	27.1	22	20	21.0
6-Mutton, leg roast, hind'q'ter "	28	34	30	.....	25	30	25	30-32	30	30-35	30-35	30.9	36	30	33.0
7-Pork, fresh, roast, ham.... "	35	38	35	35	38	42	30	35	35	32	32	35.2	38	30	34.0
8-Pork, fresh, chops..... "	40	35	38-40	40	38	42	28	35-37	35	35-38	35-38	37.1	40	30	35.0
9-Pork, salt, mess..... "	20	32	36	30	30	.....	25	35	.....	30	29	32.4	33	25-28	29.8
10-Bacon, breakfast, not sliced "	46	42	48	45	45	45	45	48-50	45	50	50	46.1	43	45	44.0
11-Fish, fresh, good quality... "	10-20	20	9-15	15	15-20	14-20	16	18	18	15-18	15-18	17.3	15	28-30	22.0
12-Fish, salt, herrings.....doz	45	50	40	30	.....	25	.....	60	.....	60	60	48.2	90	.....	90.0
13-Salmon, canned, medium...lb.	25	28	25	25	30	30	30	30-35	35	15-35	20-35	29.4	.....	25	25.0
14-Lard, pure leaf, best..... "	32	32	32-35	32	34	32	30	35	32	33.3	35	32.9	35	35	35.0
15-Eggs, new laid.....doz.	55	54	65	48	55	62	50	65	65	75	75	60.7	60	45	52.5
16-Eggs, storage..... "	50	50	.....	47	.....	.....	.....	.....	.....	55	55	50.9	45	35	40.0
17-Milk, delivered.....qt.	10	10	10	8.3	11-12	14	10	15	12.5	12.5	12.5	11.5	13	12.5	12.8
18-Butter, dairy solids.....lb.	a48	46	50	.....	48	50	45	48	49	48.2	48.2	48.4	.....	40	40.0
19-Butter, creamery prints.... "	50	48	52	50	50	52	46	50	53	55	55	51.1	50	48	49.0
20-Cheese, old..... "	35	32	35	35	32	35	30	33-35	.....	30	30	33.4	38	35	36.5
21-Cheese, new..... "	30	30	30	30	32	32	30	30	35	30	30	30.4	30	.....	30.0
22-Bread, plain, white..... "	6.7	7.3	7.3	7.3	6.7	7.3	6.7	8.7	8	8.3	8.3	7.3	6.4	7.2	6.8
23-Flour, family..... "	6	5.8	6.4	6.2	6.6	7	6	6.8	6.8	6.2	6.2	6.4	6.2	6.6	6.4
24-Rolled oats, standard..... "	6.3	6.3	6.3	7	8	8.3	6.3	7	6.5	7.5	7.5	6.7	6.5	6.7	6.6
25-Rice, medium..... "	10	8	10	10-12.5	8	10-12	10	10	12.5	8.3	8.3	9.7	10	6	8.0
26-Rice, Patna..... "	12.5	10	13	15	10	12.5	12.5	15	15	10	8-12	11.9	12	10	11.0
27-Tapioca, medium pearl..... "	18	15	18	15	18	18	12.5	18	18	15	12.5	16.7	17.5	12	14.8
28-Tomatoes, canned 3's.....can	25	25	28	25	30	32	25	23	25	20	20	25.4	25	25	25.0
29-Peas, canned 2's..... "	20	20	20	20	20	22	20	20	20	15	15	19.4	17	18	17.5
30-Corn, canned 2's..... "	25	20	25	25	25	25	20	22	23	20	20	22.7	22	18	20.0
31-Beans, common..... "	18	15	18	20	20	18	15	18	18	15	15	18.3	12.5	10	11.3
32-Apples, evaporated..... "	20	.....	.....	15	.....	18	.....	16	18	17.5	17.5	17.3	17.5	18	17.8
33-Prunes, medium..... "	15	15	20	18	15	16	12.5	18	18	15	15	17.1	14	18	16.0
34-Sugar, granuated..... "	11.1	10	11.1	10	11.1	11	10	10	11.1	11.1	11.1	10.6	10.5	11.1	10.8
35-Sugar, yellow..... "	10	9.1	10	9.1	10	10.5	10	10	10	10	10	9.8	10	10	10.0
36-Tea, black, medium..... "	50	50	55	55	50-70	50-60	55	45-50	55	50-75	55-75	53.3	35	55	45.0
37-Tea, green, medium..... "	40	55	45	55	45-50	50-60	50	45-50	40	45-65	50-65	48.1	35	45	40.0
38-Coffee, medium..... "	40	45	45	40	40	35-40	40	40-45	40	40-50	40-50	40.1	28	40	34.0
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.50	$2.25	$2.50	$2.40	$2.25	$2.40	$2.00	$2.50	$2.50	$2.25	$2.25	$2.28	$1.80	$2.25	$2.03
40-Vinegar, white wine, XXX, per quart.....	.10	.10	.10	.125	.10	.10	.125	.10	.15	.15	.15	.114	.....	.15	.15
41-Starch, laundry, per pound.....	.125	.13	.13	.09	.14	.10	.15	.15	.15	.15	.15	.131	.125	.15	.138
42-Coal, anthracite, stove size, per ton of 2,000 lbs.....	9.50	10.00	10.00	12.00	9.50	9.50	10.00	12.50	11.00	10.50	10.00	10.08	12.50	13.50	13.00
43-Coal, bituminous, domestic, per ton of 2,000 lbs.....	9.00	9.50	9.00	10.00	9.00	8.50	9.50	.....	11.00	10.50	10.00	9.78	10.50 12.00	10.50	10.88
44-Wood, hard, best, per long cord (128 cu. ft.).....	10.00	12.00	12.00	8.50	8.00	.....	9.00-12.00	7 50	8.00	7.50-8 50	7.50-8.50	10.45	c9.00	c10.50	c9.75
45-Wood, soft, best, per long cord (128 cu. ft.).....	5.00	10.00	.....	.....	6.00	.....	6.00	6.50	6.00	6.50-7.50	6.50-7.50	7.83	7.00	8.50	7.75
46-Coal oil, prime white, per gallon.....	.25	.22	.20	.18	.24	.18	.25	.25	.25	.25	.25	.229	.25	.25	.25
47-Rent, house, 6 roomed, san. conveniences, per month....	12.00	15.00	17.50-25.00	15.00-22.00	15.00-18.00	22.00	10.00-13.00	22.00	20.00-25.00	15.00-25.00	15.00-25.00	18.35	25.00	18 00-20.00	.....
48-Rent, house, 6-roomed, no san. conveniences, per mo.....	8.00	10.00	12.00-17.00	8.00-12.00	10.00-12.00	16.00	7.00-10.00	14.00	13.00-15.00	10.00-15.00	10.00-15.00	12.78	‡ 17.50	12.00-15.00	.....

‡This rate has prevailed since April for some houses, but since September for others. In 1915 and 1916 the rate for these houses was about $15.00. *c*Poplar, tamarac, jackpine, etc. *f*Lignite.

CANADA, AT THE MIDDLE OF DECEMBER, 1917.—Concluded

Saskatchewan				Alberta					British Columbia										
Regina	Prince Albert	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Average (all cities)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
35	30	32	32.3	30	28	32	32	30.5	32	35	32	30–35	30	27	32	31.5	31.2	1
25	25	30	28.7	25	23	28	28	26.6	28	30	28	25–30	24–28	25	28	27.5	28.4	2
25	25	30	26.7	25	22–28	28	26	26.0	26	28	28	25	25	24	25	25.9	25.8	3
18	25	28	23.7	18	17.5	22	22	19.9	22	20–25	23	22	20	20	22	27.6	21.7	4
25	25	30	26.7	30	22	.....	30	27.3	30	25–30	25–28	30	24–28	25	28	27.6	24.7	5
35	30	30	31.7	30	32	35	35	33.6	35	35	35	35	35	40	32	35.3	30.4	6
32	25	28	26.3	30	32	36	30	32.0	35	35	35	30–35	30–34	32	30	33.1	32.7	7
35	30	28	31.0	35	35	36	30–35	34.6	32	38–40	35–40	30–35	38–45	30	35	35.3	34.5	8
.....	23	25	24.0	22	32	34	.....	29.3	35	35	35	25	.....	32	20	30.3	31.2	9
50	45	45	48.7	40	45–50	40	45	45.6	45	50–55	40–45	40	44	42	45	44.4	44.6	10
25–27	15–25	20	22.0	25	25	25	25	25.0	25	25	25	20	25	17–25	15	22.3	18.1	11
75	.....	75	75.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	.....	45.5	12
30	30	25	28.3	.....	20–35	35	.....	28.6	25	33	33	25	25	25	30	28.0	28.8	13
35	30	30	31.7	30	28	33	35	31.5	35	33.3	33	35	28	29	31	32.0	32.9	14
55	45	50	50.0	60	55	60	70	61.3	65	85	77	75	70	65	80	73.9	60.8	15
50	.....	.....	50.0	50	45	50	55	50.0	45	60	59	.....	55	50	50	53.2	50.7	16
14	12.5	14.3	13.6	12.5	12.5	12.5	12.5	12.5	14.3	14.3	15	14.3	13.8	14.3	12.5	14.1	11.8	17
40	a45	45	43.3	a45	45	45	a50	46.3	.....	55	46	50	42	47	45	47.5	47.4	18
45	50	50	48.3	50	50	50	55	51.3	50	55	52	55	49	60	55	53.7	51.3	19
35	35	35	35.0	25	30	35	35	31.3	.....	35	.....	35	35	35	32	34.4	33.2	20
35	.....	.....	35.0	30	.....	30	35	31.7	30	.....	30	.....	32	29	32	30.0	30.3	21
8.3	7.3	8.3	8.0	7	6.7	8.3	8.3	7.8	9.5	8.3	10	8.9	8 9	8.9	10	9.2	7.5	22
6.6	6.2	6.4	8.4	6	5.8	6	6.4	6.1	6.2	6.5	6.4	5.8	6.4	6	6	6.2	6.5	23
7.5	6	5.8	6.4	5	5.6	7	7.5	6.3	6.9	7.5	6	6	8	7	6	6.8	6.7	24
8.3	8.3	10	6.9	8.5	8.3	7.1	12.5	9.1	10	10	10	11	10	9	10	10.0	9.6	25
10	10	.....	10.0	.....	12.5	10	.....	11.3	.....	15	.....	.....	.....	9	.....	12.0	12.0	26
15	12.5	15	14.2	15	15	18	17.5	16.4	17.5	12.5	16	17.5	16	15	15	15.6	16.5	27
25	25	20	23.3	25	22.5	22.5	25	23.6	20	22.5	21	20	22	20	20	20.8	24.8	28
20	20	15	18.3	20	20	17.5	20	19.4	17.5	15	16	17.5	18	20	20	17.7	19.2	29
20	20	20	20.0	20	22.5	25	25	23.1	22.5	25	21	25	25	23	20	23.1	22.6	30
20	10	15	15.0	15	12.5	16.7	20	16.1	12.5	15	15	20	14	15	15	15.2	16.3	31
15	15	15	15.0	20	17.5	22	20	19.9	15	20	18	15	22	15	20	17.9	17.5	32
17.5	15	15	15.6	17.5	17.5	17	20	18.0	15	20	17	15	15	17	15	16.3	16.6	33
11.3	11	11.1	11.1	†14.3	12.5	12.5	11.8	12.6	11.1	11.3	10.7	11.1	10	11.1	11.1	10.9	10.8	34
11.1	10	10	10.4	12.5	12.5	11.1	11	11.8	10	10	10	10	9.1	11.1	10.5	10.1	10.0	35
50–60	55	50	53.3	30	40–50	50	50–55	44.4	40	40–45	40	50	40	45	50	42.5	49.7	36
50–60	55	50	53.3	40	45–50	40	55	45.6	40	50	37	50	40	45	50	44.6	47.7	37
45–50	45	40	44.1	40	35–50	35–40	40–45	40.6	37.5	40	33	40	35	40	40	37.9	40.4	38
$2.25	$1.20	$2.25	$1.90	$2.40	$1.50	$1.95	$2.25	$2.03	g $1.71	g$2.03	g$1.62	$1.65	$1.45	$1.58	g$1.58	$1.66	$2.12	39
.15	.15	.15	.150	.20	.15	.15	.20	.175	.30	.20	.18	.15	.25	.15	.20	.204	.133	40
.15	.15	.15	.150	.125	.125–.15	.15	.18	.148	.15	.15	.16	.10	.14	.14	.12	.137	.136	41
15.00	15.00	14.75	14.92	.....	.....	5.75–7.50	.....	6.63	.....	.....	.....	.....	.....	.....	.....	.....	12.46	42
9.25	7.50–9.50	8.50	8.75	.....	4.75–f5.00	5.75–7.50	5.75	5.75	3.25–5.50	.....	9.50	9.00	8.00	7.50–8.50	e5.75–6.00	7.54	8.90	43
c10.00	c7.00	.....	c8.50	.....	c4.00	c5.00	c7.00	c5.33	.....	.....	.....	.....	.....	.....	.....	.....	9.73	44
9.00	6.00	8.00	7.67	.....	4.00	4.50	b9.75	6.08	9.00	7.50	7.50	6.00	4.50–5.63	6.50	.....	6.93	7.04	45
.30	.30	.35	.317	.35	.30	.35	.30	.325	.....	.50	.40	.30	.30	.35	.30	.358	.256	46
30.00	15.00	20.00	21.67	20.00	22.00	25.00–35.00	18.00–20.00	22.75	20.00	17.00	22.50	15.00	18.00	12.00–16.00	15.00–20.00	17.71	17.79	47
10.00–15.00	10.00	10.00	10.83	12 50	12.00	15.00–25.00	10.00	13.63	18.00	9.00	15.00	10.00	15.00	.....	12.00–15 00	13.42	12.05	48

*e*Including $1.00 for delivery. *g*Calculated from price per 100 lbs. §Halifax and Saskatoon omitted.
†In 20 lb. lots, 10¾c.

also advanced in several of the cities on account of the scarcity of coal.

Rent advanced in Sorel and Brockville for houses with sanitary conveniences, and for houses without sanitary conveniences in Sorel, Brockville, and Moose Jaw.

Wholesale Prices.

GRAINS AND FODDER.—The prices of oats were upward, Ontario oats rising from 74-75c per bush. to 79-80c. Western oats advanced at Winnipeg from 79c. to 82¾c, but were lower for a short time at the middle of the month. There was a good demand and receipts were not large. Western barley rose from $1.23 per bush. to $1.38 and Ontario barley from $1.23 to $1.34 at Toronto. A demand for the manufacture of barley flour was reported. Flaxseed declined, being down to $3.00 from $3.10, but recovered in the last week of the month. Peas at Toronto declined from $3.80 to $3.65. Rye advanced from $1.75 to $1.78. In wheat there was a shortage in supplies for millers in Ontario, and it was expected that the prices of No. 3 Ontario Winter wheat and lower grades would also be fixed by the Board of Grain Supervisors. Hay rose at Montreal from $13.50 to $15.50 and at Toronto the best hay rose to $16.50. Straw rose to $9.50 per ton, bran rose from $35.00 per ton to $38.00, and shorts from $42.00 to $44.00.

ANIMALS AND MEATS.—Best butchers' steers declined from $13.00 to $12.50 per hundred at Toronto, and at Winnipeg from $11.00 to $10.50. Beef, hindquarters, advanced from $18.00 per hundred at $20.00. Live hogs advanced at Toronto from $17.00 per hundred to $17.75. Dressed hogs eased off from $24.00 to $23.00. Ham declined from 32c per pound to 30c. Lard rose from 27½c per pound to 38¾c. Sheep advanced from $14.00 per hundred to $15.00. Turkeys rose from 31½c per pound to 35c. Fowl was down to 19c.-23c per pound.

DAIRY PRODUCTS. — Butter, finest creamery, rose at Montreal from 43c to 45c. Dairy butter at Toronto eased off from 38-42c to 35-42c. Eggs rose from 65-60c to 65-70c. Storage eggs were firmer, rising from 43-48c to 44-48c.

FISH.—Whitefish rose from 12-15c to 14-15c at Toronto and lake trout from 12-14c to 15-16c.

FRUITS AND VEGETABLES. — Lemons rose from $8.00 per case to $9.00. Oranges were down to $4.75 per case. Evaporated apples were firmer at 24½c. Currants were lower at 26-28c per pound. Prunes were easier at 11¾c to 12c. Raisins were down to 10-10½c. Potatoes declined at Toronto from $2.25 per bag to $2.10 and at Montreal to $2.00.

MISCELLANEOUS FOODS.—Oatmeal advanced from $4.00-5.40 to $5.40-6.25 per bag, and Patna rice was firmer at 14-15c per lb. Honey rose from 19-20c per lb. to 20-21c. Cream of tartar advanced to 70-75c per lb.

TEXTILES.—Woollen goods were higher, a line of beaver cloth being up to $3.60 per yard and a line of yarn to $1.65 per pound. Cotton, raw, rose to 30.10c per pound. Gray cottons averaged over 52c per pound. Coloured cottons were up to 70c per pound. Silk thread, machine, was slightly lower at $10.50c per pound. Hessians advanced to 27-35c per yard. Flax fibre advanced to 55.60c per pound and tow to 20-25c. Flax

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR DECEMBER, 1917, NOVEMBER, 1917, AND NOVEMBER, 1916, 1915, 1914 AND 1913.

(Average price 1890–1899—100.)

	Number of commodities	INDEX NUMBERS					
		Dec.1917*	Nov. '17*	Dec. 1916	Dec. 1915	Dec. 1914	Dec. 1913
I.—GRAINS AND FODDERS—							
Grains, Ontario	6	392.6	349.3	276.0	184.2	189.6	142.7
Grains, Western	4	312.3	302.8	241.1	165.0	162.3	116.0
Fodder	5	221.3	204.0	191.3	166.9	178.1	159.1
All	15	314.1	288.4	238.4	173.3	178.5	141.0
II.—ANIMALS AND MEATS—							
Cattle and beef	6	301.4	289.7	229.7	203.6	213.3	219.1
Hogs and h g products	6	338.6	336.6	236.1	175.2	154.1	174.4
Sheep and matton	3	268.8	266.1	220.2	172.1	147.3	150.2
Poultry	2	327.1	305.8	264.2	206.3	158.1	195.1
All	17	311.8	304.3	234.5	188.3	174.2	188.4
III.—DAIRY PRODUCTS	9	253.9	245.8	245.7	189.6	180.1	185.5
IV.—FISH—							
Prepared fish	6	241.6	241.6	180.6	151.8	160.7	151.7
Fresh fish	3	234.0	217.1	178.7	162.0	158.7	168.1
All	9	239.1	233.5	180.0	155.2	160.0	157.2
V.—OTHER FOODS—							
(a) Fruits and Vegetables:—							
Fresh fruits, native	1	254.0	254.0	220.6	169.3	103.5	141.1
Fresh fruits, foreign	3	146.8	128.3	114.5	100.7	93 7	100.5
Dried fruits	4	250.5	258.1	203 6	163.6	115.9	116.9
Fresh vegetables	5	329.3	345.3	357.6	211.1	135.1	179.0
Canned vegetables	3	246.9	247.8	181.6	108 1	101.2	95.9
All	16	255.2	258.8	230.1	156.6	114.2	130.8
(b) Miscellaneous groceries—							
Breadstuffs	10	260.9	257.2	194.9	140.2	146.5	122.8
Tea, coffee, etc	4	153.9	153.9	133.9	121.9	123.5	110.3
Sugar, etc	6	240.5	238.9	181.6	147.5	126.0	107.7
Condiments	5	199.1	197.5	155.3	132.3	118.3	96.4
All	25	226.5	224.4	174.1	137.4	132.2	111.9
VI.—TEXTILES—							
Woollens	5	369.2	359.5	236.7	200.7	151.1	138.6
Cottons	4	272.0	257.0	191.0	141.9	119.1	147.9
Silks	3	130.0	130.9	120.9	96.1	85.2	96.3
Jutes	2	615.9	574.3	381.4	250.9	147.8	243.5
Flax products	4	388.4	329.0	243.3	166.9	126.7	115.5
Oilcloths	2	173.7	171.4	139.8	118.7	101.1	104.7
All	20	322.8	301.3	216.3	163.3	124.6	136.6
VII.—HIDES, LEATHER, BOOTS AND SHOES—							
Hides and tallow	4	307.9	295.3	416.0	207.4	202.2	189.0
Leather	4	271.5	268.5‡	268.5	174.3	161.8	151.4
Boots and shoes	3	229.0	229.0	220.3	162.4	158.3	155.7
All	11	273.1	267.4‡	309.0	183.1	175.6	166.2
VIII.—METAL AND IMPLEMENTS—							
Iron and steel	11	281.1	280.5	180.9	120.2	99.9	101.4
Other metals	12	241.5	239.1	233.4	207.0	124.8	128.4
Implements	10	199.1	199.1	151.5	114.8	108.2	106.9
All	33	241.8	240.8	191.1	150.1	111.9	113.3
IX.—FUEL AND LIGHTING—							
Fuel	6	207.4	202.9	211.6	129.9	120.3	129.2
Lighting	4	114.0	114.0	91.0	94.7	92.4	92.2
All	10	170.0	167.3	163.4	115.6	109.1	114.4
X.—BUILDING MATERIALS—							
Lumber	14	231.9	227.7	185.3	174.5	179.5	184.2
Miscellaneous materials	20	209.1	209.8	181.6	123.9	108.6	112.8
W Paints, oils and glass	14	261.2	256.9	222.6	169.7	142.9	140.0
All	48	230.9	228.8	194.6	152.0	139.3	141.7
XI.—HOUSE FURNISHINGS—							
Furniture	6	207.3	207.3	171.5	145.9	146.6	147.2
Crockery and glassware	4	237.5	237.5	208.4	170.3	144.8	130 9
Table cutlery	2	150 7	150.7	132.2	87 3	78.4	72.4
Kitchen furnishings	4	208 5	200.0	155 4	129 3	123.4	124.6
All	16	208.1	206.0	171.8	140.5	131.9	128.1
XII.—DRUGS AND CHEMICALS	16	276.1	274.5	238.5	228.1	134.9	111.5
XIII.—MISCELLANEOUS—							
Raw furs	4	465.4	427.5	351.0	279.1	96.1	236.6
Liquors and tobaccos	6	186.5	165.9	169.1	134.0	138.3	134 6
Sundries	7	196.8	197.8	154.8	123.5	111 5	110.7
All	17	250 5	240 6	198.8	163.8	117.3	148.8
All commodities	262†	253.5	247.3	207.4	161.1	137.6	137.1

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915. ‡Revised. Leather unchanged from December, 1916, to November, 1917.

sewing twine, and rope were also higher. Floor oilcloth rose to 42c per yard.

HIDES, LEATHERS, BOOTS AND SHOES.—Horsehides advanced $1.00 per skin to $6.00-7.00. Harness leather rose to 68-70c per pound.

METALS AND IMPLEMENTS.—Wrought iron scrap rose to $26.00 per ton. Brass eased off to 35½c per pound and copper was lower at 30-32c per pound. Lead eased off to 8¾c per pound. Silver, quicksilver, solder and tin were higher.

FUEL AND LIGHTING.—Anthracite coal at Montreal rose to $8.85 per ton. Connellsville coke was still steady at the price fixed in October. Bituminous coal and coke in Western Canada were slightly upward.

BUILDING MATERIALS.—No. 1 pine rose to $53.00-55.00 per M. at Toronto. Pine shipping culls were higher at $42.00 per M. and box boards rose to $28.00. Spruce advanced to $27-28.00 at Ottawa and at St. John, N.B., spruce deals advanced to $25.00 per thousand. Lead pipe was easier at 14-15c per pound. Copper wire was lower at 27-29c. Wire fencing and coal tar were higher. Linseed oil was slightly higher but turpentine was easier at 70-72½c per gallon. Window glass rose from $7.65 to $9.18 per box.

HOUSE FURNISHINGS.—An advance in crockery of about 15 per cent was announced for the end of the year. Wooden pails and tubs were higher.

DRUGS AND CHEMICALS.—Carbolic acid crystals rose from 90c to $1.00 per pound. Glycerine rose from 80c to 86c. Quinine was up to $1.40 per ounce.

MISCELLANEOUS.—In raw furs, mink was up to $7.00-8.00 per skin, muskrat to 60-75c., and skunk to $4.00-4.75. Raw rubber advanced from 47c per pound to 48c.

Prices in Other Countries

In the United Kingdom the general level of retail prices of the principal articles of food at December 1st showed a very slight decline as compared with November 1st. There were decreases in the prices of salt butter, meat, potatoes, and margarine, but advances in fish, eggs, milk, bacon, and tea. In salt butter the decline was 13 per cent, being due to official restrictions on the price of Danish butter. Fish advanced 10 per cent and eggs nine per cent. In wholesale prices the index number of the *Economist* showed a slight decline in the miscellaneous foods group, tea, sugar, etc., but an advance in the cereals and meats group. The wholesale prices of tea and Danish butter were lower. In textiles, cotton advanced. Among miscellaneous coal and tin rose but raw rubber declined.

In the United States wholesale prices were higher at the first of December than a month before, according to *Bradstreet's* index number, the advance being over 4 per cent, and the level being 30 per cent higher than a year before, and 105 per cent higher than in July, 1914. Breadstuffs were higher owing to a rise in corn, oats, barley, and rye. There were also advances in pork products, fresh eggs, butter, lard, cheese, cod fish, tea, and beans. Textiles were up and tin advanced steeply. Coal also advanced as the Government allowed an increase of 35c per ton in anthracite coal. Glass, carbolic acid, and alcohol advanced, as well as tobacco and hay. Sheep, cattle, lemons, some leather and turpentine declined. The same index number for January 1 advanced to $17.9636, there being increases in grain, some leathers, textiles, and several other commodities, but decreases in beef, hogs, and hog products while milk, butter and eggs were upward. The decrease in *Dun's* index number for December 1st, was due to declines in breadstuffs and metals.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES.

Retail Prices.

	CANADA 29 foods 60 cities	UNITED KINGDOM 21 foods 600 towns	AUSTRALIA 46 foods & groceries 30 towns	NEW ZEALAND 59 foods 25 towns	AUSTRIA*b* 18 foods Vienna	GERMANY*b* 19 foods Berlin	ITALY 7 foods 40 cities	HOLLAND 29 articles 40 cities	NORWAY 24 articles 20 towns	SWEDEN 21 articles 44 towns	UNITED STATES 17 foods 45 cities
1910...	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	82
1914...	7.73	.....	1155	1098	.....	.....	.....	116	115	.....	90
1915...	7.86	.....	1428	1201	.....	.....	.....	142	135	.....	89
1916...	8.79	.....	.....	.....	.....	.....	.....	167	.....	.....	100
1914											
Jan....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	91
April...	7.50	.....	1162	.....	.....	.....	96.2	113*c*	111	.....	85
July..	**7.42**	**100**	**1164**	**1070**	**100**	**100**	**94.3**	.....	**113**	**100**	**90**
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	121*c*	115	103	93
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	91
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	87
July...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	88
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	90
1916											
Jan....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	94
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	96
July...	8.45	161	1516	1276	.....	217.6	124.6	170	199*d*	142*	97
Oct....	9.30	168	1454	1289	.....	209.4	124.2	179	206*d*	152*	106
1917											
Jan....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	112
Feb....	10.46	189	1462	1346	.....	.....	145.6	187	.....	166	117
March .	10.70	192	1462	1346	.....	.....	151.5	191	230*d*	170	117
April...	10 77	194	1473	1357	.....	.....	154.6	192	240*d*	175	127
May...	11.82	198	1473	1367	288.3	.....	157.7	203	257*d*	175	133
June...	11.89	202	1473	1365	311.6	.....	162.1	208	.....	175	131
July...	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	128
Aug....	11.68	202	1502	1363	273.2	.....	168.2	.....	266*d*	181	130
Sept....	11.65	206	.....	.....	.....	.....	.....	.....	.....	187	134
Oct....	11.81	202	.....	.....	.....	.....	.....	.....	.....	.....	138
Nov....	12.10	206	.....	.....	.....	.....	.....	.....	.....	.....	.....
Dec....	12.24	205	.....	.....	.....	.....	.....	.....	.....	.....	.....

a. January-March, 1914. *b*. British Labour Gazette. *c*. January-July, 113; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

Number of Commodities.	CANADA Department of Labour 172	UNITED KINGDOM Economist 44	UNITED KINGDOM Sauerbeck 45	UNITED STATES Bureau of Labour Statistics. 294	UNITED STATES Annalist 25*b*	UNITED STATES Bradstreet 96	UNITED STATES Dun 200	UNITED STATES Gibson 22*b*	AUSTRALIA New South Wales.	AUSTRALIA Commonwealth 92	AUSTRALIA Commonwealth 92
1890..	110.3	102.2	72	66	109.252	.....	91.56*a*	43.4	.....	.....	1053
1895..	95.6	87.6	62	57	94.604	6.4346	81.51	42.0	.....	.....	760
1900..	108.2	110.5	75	63	99.388	7.8889	91.41	44.2	1000*c*	.....	894
1905..	113.8	103.2	72	69	110.652	8.0987	98.31	.....	.....	.....	910
1910..	124.2	113.2	78	81	137.172	8.9881	119.17	59.3	1205	.....	1003
1914..	136.1	120.8	86	80	146.069	8.9035	119.71	60.8	1303	.....	1140
1915..	148.7	150.6	108	81	148.050	9.8530	124.96	64.0	1562	.....	1604
1916..	182.0	196.3	137	100	175.720	11.8236	148.80	74.9	1873	.....	1504
1914											
Jan...	136.5	119.0	83.5	81	142.452	8.8857	124.528	58.2	1337	.....	1085
April..	136.7	117.5	82.3	80	141.120	8.7562	119.791	57.7	1389	.....	1113
July..	134.6	116.6	82.4	80	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	80	150.245	9.2416	123.351	62.9	1303	.....	1229
1915											
Jan...	138.9	136.5	96.4	80	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	81	154.94	9.7753	125.090	67 8	1487	1362	1660*
July..	150.2	149.1	106.4	82	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	82	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan...	172.0	174.5	123.6	89	150.20	10.9613	137.666	65 6	1677	1300	1502*
April..	179.1	190.5	134.2	94	164.61	11.7550	145.690	71.3	1878	1297	1493*
July..	178.8	191.1	130.5	97	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct...	187.2	208.7	141.5	108	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan...	208.1	225.1	159.3	122	208.88	13.7277	169.562	87.4	2049	1330	152
Feb...	217.3	230.5	164.0	126	229.33	13.9377	176.273	90.5	2064	1330	..
March	220.6	240.9	169.0	130	239.00	14.1360	186.244	96.4	2061	1344	
April..	228.7	244.5	173.0	139	262.50	14.5769	190 012	109.2	2049	1361	
May..	240.0	246.0	175.0	147	288.16	15.1203	208.435	118.5	2089	137	
June..	242.7	256.6	181.2	150	276.53	15.4680	211.585	114.2	2078		
July..	242.6	254.4	176.9	151	265.20	16.0680	211.950	116 4	2083		
Aug...	245.0	257.1	175.7	151	267.59	16.3985	218.779	117.9	2128		
Sept...	243.2	256.1	176.4	149	276.80	16.6441	215 010	119.4	.....		
Oct....	242.6	259.1	180.6	.....	280.205	16.9117	219.679	120.1	.....		
Nov...	247.3	262.2	181.9	.....	276.804	17.0710	220.750	119.9	.....		
Dec...	253.5	265.4	.....	.....	279.248	17.5966	220.172	121.4	.....		

a July of each year. *b*. Foods. *c*. 1901-1000—. *Quarter beginning that month.

PRICES DURING 1917

TOWARD the end of 1916 the rise in prices became steeper, especially in foods owing to the reduced production throughout the world for the 1916 season as a result of unfavourable weather in many countries and shortage of labour, fertilizers, etc. Supplies of materials also became gradually depleted in spite of increased production in many cases, but costs of production and transportation were rising with the increased cost of food, labour, materials, and manufactured goods. In all parts of the world measures were taken by governments to keep down prices, to secure supplies, and to provide for equitable distribution. As the year advanced high prices and scarcity of supplies became more acute and such measures were taken to an increasing extent, and included within their scope most of the important necessities of life and industry as well as war materials. In some cases prices fixed by governments, based on costs of production and transportation, had to be advanced at intervals as these costs increased. The crops of 1917 were in most countries larger than in 1916 owing to increased acreage and efforts to provide good seed, fertilizers, labour, and to secure other conditions necessary for larger production. In wheat and other grains, the crops of 1916 had been supplemented by a large surplus from the bumper crop of 1915, and as no such surplus was available from the 1916 crops there was a shortage in the total supply as compared with the previous year. This shortage was increased by the difficulty in transporting supplies from Australia where there was a surplus. The wheat supply available for Europe was estimated to be half a billion bushels short, Ra the oat and corn crops in America pounrery large. Prices of wheat were America as well as in Europe. ur prices were regulated accord- . In coal, coke, iron, copper, and other materials required in the production of minerals, prices had been fixed in European countries earlier in the war and in the United States were regulated under the authority of the government in the summer and autumn. The entry of the United States into the war had increased the demand for many commodities owing to the increased demand by the Government for supplies. During the closing months of the year the prices situation was marked by the stationary levels in those commodities for which the Government had fixed prices, but advances in other commodities, and in those for which the fixed prices were changed from time to time under Governmental authority caused the index numbers to rise.

In Great Britain, the index number of the London *Economist* shows the increases by groups since July, 1914. The least increase appeared in metals which had risen 82.5 per cent, and the greatest increase in textiles which rose 169.3 per cent. The cereal and meat group was up 113.8 per cent, and other foodstuffs 92.9 per cent. The *Statist*, in reporting on its index number for the end of November, pointed out that wholesale prices were 30 per cent higher than a year before, and 124 per cent higher than before the war, also that relatively few of the commodities included in the index number showed any movement recently as prices had been fixed by the Government. During recent months it was shown that there had been a constant rise in the index number for materials but that foods were lower in November than in June, but higher than in September.

In retail food prices the cost of a weekly budget of staple foods in terms of the average prices in 60 cities in Canada rose from $10.27 in January to $12.24 in December. In January, 1914, the same budget cost $7.73. The average cost of a supply of coal and wood rose from $2.13 in January to $2.64 in December as compared with $1.90 in January, 1914,

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES, 1914-1917

(Average Prices 1890-1899—100)

	1914				1915				1916				1917											
	Jan.	April	July	Oct.	Jan.	April	July	Oct.	Jan.	April	July	Oct.	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1. Grains and fodder	140.9	145.4	150.4	167.1	191.7	204.0	191.2	161.1	181.0	177.0	179.0	220.7	258.7	243.0	254.1	275.9	304.2	290.9	294.1	294.7	280.7	281.0	288.4	314.1
2. Animals and meats	194.2	194.8	195.7	187.6	177.9	185.4	195.0	187.3	196.3	218.1	231.7	211.5	249.2	260.2	269.1	283.0	306.5	280.4	292.6	289.2	293.5	298.4	304.3	311.8
3. Dairy products	179.9	148.6	131.3	162.6	177.5	160.7	141.2	172.1	186.7	170.1	160.5	211.4	233.3	234.8	224.2	216.3	221.8	205.7	208.6	225.2	229.7	245.2	245.8	253.9
4. Fish	153.9	157.4	148.9	159.7	160.0	145.2	137.9	151.9	163.7	171.4	155.9	168.2	183.8	188.7	195.1	218.0	199.2	198.4	190.4	201.5	214.3	233.0	233.5	239.1
5. Other foods:— (a) Fruits and vegetables	125.2	136.8	131.2	111.6	115.1	114.7	103.5	122.2	169.6	173.5	170.5	165.8	234.9	266.8	280.8	298.6	303.4	323.2	292.3	258.1	223.6	213.1	258.8	255.2
(b) Miscellaneous	112.9	112.6	112.5	133.5	133.4	143.9	138.8	133.9	143.2	147.3	153.6	168.4	176.7	177.7	178.5	192.3	221.7	222.4	218.2	225.7	221.4	221.7	224.4	226.5
6. Textiles	135.2	133.6	132.8	134.2	126.1	145.5	153.4	160.6	174.2	186.1	192.7	202.3	216.4	223.8	230.7	238.0	242.6	261.1	266.2	274.1	274.8	291.9	301.3	322.8
7. Hides, leather and boots	168.1	172.5	173.6	173.0	178.1	179.5	176.3	183.1	193.5	207.6	240.2	237.8	285.9	274.6	264.1	264.1	283.6	285.3	277.5	279.6	278.7	267.4	267.4	273.1
8. Metals and implements (a) Metals	114.7	114.7	109.2	114.5	112.6	140.4	176.5	155.9	198.4	215.3	191.9	192.6	210.9	234.2	241.1	251.0	265.0	274.2	277.8	278.0	274.0	261.8	258.9	260.4
(b) Implements	106.6	106.6	106.6	106.6	107.5	110.6	113.2	114.2	116.6	134.8	136.7	141.2	156.5	165.2	165.2	165.2	167.7	192.3	198.7	200.7	199.8	199.8	199.1	199.1
9. Fuel and lighting	113.6	113.7	109.0	108.9	108.9	107.6	106.2	109.8	122.0	124.4	125.6	134.3	159.7	162.5	174.9	171.1	170.0	183.2	216.1	205.8	213.8	167.0	167.3	170.0
10. Building materials: (a) Lumber	183.5	182.4	183.2	180.8	178.0	176.7	174.1	175.7	178.1	182.4	182.2	185.5	185.8	189.2	193.5	198.8	204.3	204.4	215.9	221.3	221.3	222.5	227.7	231.9
(b) Mscellaneous	114.0	113.3	110.8	109.9	108.2	111.2	120.3	118.9	132.4	152.5	153.6	165.3	179.6	186.0	191.3	146.7	202.5	209.3	214.3	216.1	214.5	212.2	209.8	209.1
(c) Paints, oils and glass	140.2	140.8	140.6	142.4	142.9	150.4	162.1	161.7	193.9	198.9	197.4	203.7	213.0	222.8	244.4	252.4	258.4	257.8	256.0	259.6	260.0	259.9	256.9	261.2
11. House furnishings	128.8	128.8	128.8	131.9	131.9	135.2	138.7	138.7	146.7	148.7	152.6	166.1	168.9	168.9	170.2	179.5	190.2	195.7	198.4	198.4	205.6	205.6	206.0	208.1
12. Drugs and chemicals	111.1	111.6	111.6	136.4	135.0	159.2	174.2	224.8	250.4	260.9	249.0	243.9	236.7	237.0	246.3	248.7	255.3	254.4	256.6	262.8	268.6	265.7	274.5	276.1
13. Miscellaneous:— (a) Raw furs	226.5	241.3	235.0	172.5	121.8	133.8	144.0	153.1	269.6	295.7	292.3	292.3	399.5	403.7	403.7	412.4	396.6	396.6	396.6	388.4	388.4	415.1	427.5	465.4
(b) Liquors and tobacco	138.8	138.4	128.3	138.6	137.9	135.8	134.7	135.1	136.7	143.5	136.7	143.6	167.2	164.8	164.8	167.2	175.5	175.5	175.5	175.5	175.5	165.9	165.9	186.5
(c) Sundries	109.3	108.4	106.2	107.8	113.6	113.8	116.3	120.9	135.1	139.9	142.1	146.6	155.5	155.6	157.2	161.3	183.5	194.2	193.4	196.5	196.3	197.8	197.8	196.8
All commodities	136.5	136.7	134.6	138.7	138.9	146.4	150.2	152.4	172.1	181.0	180.9	188.2	208.1	217.3	220.6	228.7	240.0	242.7	242.6	245.0	243.2	242.6	247.3	253.5

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA.

Commodities.	Quantity	1914				1915				1916				1917											
		Jan.	April	July	Oct.	Jan.	April	July	Oct.	Jan.	April	July	Oct.	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.*
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	2 lbs.	46.4	49.0	49.4	50.2	47.2	46.6	49.2	47.6	47.2	48.4	52.6	52.4	52.8	54.0	56.2	58.0	61.2	63.2	63.6	62.6	62.4	62.8	62.6	62.4
Beef, shoulder roast	2 "	32.6	33.0	33.6	35.0	32.8	32.8	33.4	32.8	32.4	33.7	35.2	34.4	34.8	35.8	38.2	39.6	43.0	43.6	43.5	43.4	43.4	43.6	43.4	43.4
Veal, roast	1 "	16.6	17.6	17.4	18.1	17.6	17.1	17.3	17.5	17.8	18.1	19.2	19.7	20.3	20.9	21.6	21.7	22.5	22.6	22.8	23.0	23.6	24.0	24.3	24.7
Mutton, roast	1 "	20.9	21.0	20.9	21.4	20.4	20.8	21.3	20.8	21.1	22.6	23.9	24.2	24.8	25.9	26.5	26.9	28.2	28.5	28.9	28.8	29.2	29.4	29.7	30.4
Pork, roast, fresh	1 "	20.6	20.3	20.2	20.4	19.0	18.4	19.5	19.6	19.9	20.9	22.4	23.5	24.6	26.1	26.8	27.3	29.3	30.1	30.0	30.6	31.9	32.7	32.5	32.7
Pork, salt, mess	2 "	36.2	37.0	37.4	38.0	35.8	34.8	34.4	35.8	36.0	37.0	38.8	40.2	44.8	45.2	46.8	47.6	55.6	54.0	54.1	55.6	57.2	59.4	59.8	62.4
Bacon, breakfast	1 "	24.8	26.1	25.5	26.9	25.1	24.7	26.6	26.0	26.7	27.6	28.7	30.5	31.2	32.6	33.3	34.5	37.8	39.0	39.8	40.4	41.7	43.2	44.1	44.6
Lard, pure leaf	2 "	37.2	38.2	36.8	37.4	35.6	35.0	35.8	35.8	36.6	37.8	40.4	42.2	48.6	50.2	52.8	56.4	60.2	62.2	62.3	62.2	63.0	63.8	64.8	65.8
Eggs, fresh	1 doz.	45.5	24.0	26.9	35.3	45.5	23.4	25.3	36.2	46.4	26.6	31.0	43.6	56.9	54.9	46.9	37.1	40.8	42.5	38.9	45.0	50.7	54.7	58.1	60.8
Eggs, storage	1 "	33.4	23.2	24.9	31.5	34.9	21.8	24.9	31.6	36.1	26.0	28.0	38.3	45.3	44.5	41.8	32.9	34.5	36.6	35.9	41.2	46.4	48.5	50.7	50.7
Milk	6 qts.	55.2	53.4	51.0	54.0	55.2	54.6	52.2	51.0	52.2	52.8	45.0	54.6	59.4	60.6	60.6	60.6	60.0	58.8	59.3	60.0	62.4	64.8	69.6	70.8
Butter, dairy	2 lbs.	61.0	59.0	49.8	59.0	61.8	66.2	56.2	60.8	66.6	66.6	60.4	74.2	88.4	86.4	85.4	85.2	85.6	83.4	75.5	80.2	84.8	92.6	94.4	94.8
Butter, creamery	1 "	35.9	34.7	30.0	34.7	35.0	37.9	32.6	35.1	38.1	38.3	34.5	42.4	48.9	48.0	48.7	47.9	47.7	46.8	42.5	44.9	47.3	50.6	51.4	51.3
Cheese, old	1 "	21.3	21.4	21.1	22.0	22.5	23.6	24.6	24.0	24.4	24.7	25.6	27.8	30.5	31.2	31.9	33.0	34.1	34.0	33.4	33.5	33.4	33.5	34.0	33.2
Cheese, new	1 "	19.6	19.3	19.4	20.3	20.5	22.0	22.6	21.1	22.4	23.3	23.6	26.1	28.8	29.5	30.1	30.8	31.7	32.0	30.3	30.1	30.6	30.3	30.1	30.3
Bread, plain, white	15 "	64.2	64.5	63.0	67.5	67.5	72.0	79.5	66.0	66.0	69.0	70.5	84.0	91.5	91.5	90.5	93.0	111.0	111.0	110.4	110.0	109.5	109.5	112.5	112.5
Flour, family	10 "	32.0	33.0	33.0	38.0	39.0	43.0	41.0	35.0	37.0	37.0	37.0	48.0	53.0	52.0	53.0	59.0	77.0	73.0	69.9	69.0	68.0	66.0	65.0	65.0
Rolled oats	5 "	21.5	22.0	21.5	25.0	24.5	26.0	26.0	24.0	24.0	24.0	24.0	25.0	27.0	26.5	27.5	28.0	30.5	31.5	31.4	31.5	32.5	32.5	33.0	33.5
Rice, good, medium	2 "	12.0	11.6	11.6	13.2	12.2	11.8	11.8	12.1	12.0	12.8	13.4	13.6	13.6	13.6	13.0	13.8	14.6	16.0	16.8	17.2	18.8	18.4	18.8	19.2
Beans, handpicked	2 "	11.8	11.8	11.8	13.6	13.2	13.8	14.8	14.8	17.2	18.6	19.4	20.8	24.4	25.2	25.6	26.8	29.0	30.4	31.5	32.6	33.0	33.6	32.6	32.6
Apples, evaporated	1 "	12.4	13.0	13.1	13.7	12.1	11.6	11.9	12.1	12.5	13.3	13.4	13.4	14.6	14.0	14.2	14.6	15.3	15.4	15.8	16.0	16.2	16.5	16.8	17.5
Prunes, medium	1 "	12.2	12.5	12.4	13.2	12.9	12.9	13.1	12.9	12.7	13.0	13.1	13.2	13.6	13.8	14.0	14.3	14.8	15.1	15.5	19.1	15.9	16.1	16.5	16.6
Sugar, granulated	4 "	22.8	22.4	22.0	31.2	30.8	32.4	31.9	30.0	31.2	34.4	38.4	36.8	36.8	36.4	36.4	38.4	40.0	40.0	39.5	40.4	42.4	42.4	42.8	43.2
Sugar, brown	2 "	10.2	10.4	10.2	14.0	14.0	14.6	14.6	13.8	14.4	16.0	17.6	16.8	17.0	17.0	16.8	17.6	18.6	19.0	18.3	18.6	19.4	19.6	19.8	20.0
Tea, black	¼ "	9.1	8.8	9.1	9.9	9.6	9.2	9.5	9.7	9.7	9.8	9.9	9.9	10.1	10.4	10.7	10.9	11.4	11.5	11.6	12.0	12.2	12.4	12.5	12.5
Tea, green	¼ "	9.2	9.7	9.3	9.8	9.6	9.7	9.8	9.9	10.0	10.2	10.3	10.2	10.1	10.5	10.7	10.8	11.1	11.3	11.3	11.6	11.9	11.9	11.9	11.9
Coffee	¼ "	9.5	9.5	9.4	9.9	9.9	9.8	9.8	9.8	9.8	9.9	10.0	9.9	9.9	10.5	10.0	10.0	10.1	10.1	10.1	10.1	10.1	10.1	10.1	10.1
Potatoes	2 pks.	38.0	43.3	50.3	35.3	31.7	32.0	29.3	35.0	47.0	61.5	58.6	53.0	64.7	78.3	98.7	99.0	126.0	127.0	118.2	97.3	66.3	56.7	67.0	70.7
Vinegar, white wine	⅛ pt.	.8	.8	.7	.8	.8	.8	.8	.7	.8	.8	.8	.8	.8	.8	.8	.8	.8	.8	.8	.8	.8	.9	.9	.8
All Foods	.....	$7.729	$7.505	$7.417	$7.993	$7.867	$7.793	$7.787	$7.815	$8.282	$8.342	$8.457	$9.295	10.272	10.463	10.695	10.765	11.819	11.894	11.618	11.677	11.650	11.805	12.097	12.244
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	½ lbs.	3.3	3.2	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.3	3.	3.5	3.5	3.5	3.5	3.6	3.8	3.9	4.0	4.1	4.3	4.4	4.5	4.5
Coal, anthracite	⅙ ton	54.1	52.1	53.2	53.9	54.1	53.1	52.1	51.2	53.2	53.5	54.7	57.9	64.0	68.7	66.6	64.7	64.8	67.3	63.2	67.7	68.5	69.4	69.7	77.9
Coal, bituminous	" "	37.1	38.4	38.0	37.8	38.0	37.2	35.8	36.9	36.9	37.7	38.0	39.9	47.7	50.4	51.1	50.8	50.8	53.9	53.8	54.2	54.4	54.6	54.9	55.6
Wood, hard	" cord	42.9	43.8	42.5	42.6	42.5	34.1	41.7	41.5	41.6	41.5	41.9	43.9	45.7	47.9	49.6	50.6	51.7	51.9	52.0	53.2	54.6	57.3	59.6	60.8
Wood, soft	" "	32.1	34.2	31.8	31.5	31.2	31.4	30.6	30.2	30.7	30.2	30.2	31.6	32.7	33.7	36.1	36.9	37.6	39.4	39.7	39.1	40.8	43.2	43.5	44.0
Coal, Oil	1 gal.	23.9	24.4	23.5	24.1	23.7	23.6	23.4	23.0	23.0	23.0	22.8	23.0	23.2	23.2	23.4	24.5	25.3	25.4	25.6	25.8	25.8	25.8	26.0	25.6
Fuel & Lighting	.....	$1.901	$1.929	$1.899	$1.899	$1.895	$1.794	$1.838	$1.828	$1.854	$1.859	$1.876	$1.963	$2.134	$2.239	$2.268	$2.279	$2.302	$2.379	$2.343	$2.400	$2.441	$2.503	$2.537	$2.539
Rent	.....	$4.830	$4.850	$4.826	$4.545	$4.370	$4.170	$4.099	$3.989	$3.975	$3.977	$4.040	$4.083	$4.025	$4.049	$4.160	$4.265	$4.340	$4.360	$4.370	$4.360	$4.440	$4.470	$4.510	$4.450
Grand Total	.....	$ 14.493	$ 14.316	$ 14.164	$ 14.469	$ 14.265	$ 13.789	$ 13.785	$ 13.660	$ 14.142	$ 14.211	$ 14.406	$ 15.376	$ 16.464	$ 19.777	$ 17.168	$ 17.342	$ 18.499	$ 18.672	$ 18.371	$ 18.478	$ 18.574	$ 18.822	$ 19.189	$ 19.378*

*Halifax and Saskatoon omitted.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT IN TERMS OF THE AVERAGE PRICES OF THE CITIES IN EACH PROVINCE.

STAPLE FOODS

Province	1914 Jan.	1914 April	1914 July	1914 Oct.	1915 Jan.	1915 April	1915 July	1915 Oct.	1916 Jan.	1916 April	1916 July	1916 Oct	1917 Jan.	1917 Feb.	1917 Mar.	1917 April	1917 May	1917 June	1917 July	1917 Aug.	1917 Sept.	1917 Oct.	1917 Nov.	1917 Dec.
	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	
Nova Scotia	7.413	7.278	7.245	7.701	7.851	7.393	7.628	7.908	8.265	8.478	8.466	8.774	10.166	10.425	10.567	10.635	11.495	11.892	11.580	11.899	11.624	11.923	12.152	12.355
Prince Edward Island	6.685	6.510	6.543	6.723	6.806	6.612	6.597	6.663	7.034	7.456	7.367	7.796	8.630	8.750	8.943	9.090	9.880	10.040	9.686	10.269	10.369	10.309	10.659	10.811
New Brunswick	7.450	7.204	7.045	7.652	7.752	7.565	7.447	7.498	8.289	8.410	8.407	8 873	9.919	10.152	10.379	10.696	11.493	11.714	11.065	11.514	11.663	11.741	12.046	12.236
Quebec	7.277	7.035	6.916	7.404	7.444	7.169	7.621	7.457	8.029	8.032	8.221	8.946	10.028	10.517	10.558	10.655	11.464	11.580	11.256	11.332	11.297	11.570	11.659	11.833
Ontario	7.265	7.287	7.286	7.772	7.709	7.399	7.300	7.732	8.134	8.367	8.551	9.405	10 347	10.619	10.894	11.143	12.155	12.178	11.904	11.747	11.745	11.842	12.203	12.390
Manitoba	8.230	7.970	7.763	8.267	8.126	7.934	8.149	8.031	8.439	8.468	8.345	8.867	9.796	10.042	10.083	9.740	10.816	10.885	10.621	11.222	11.254	11.132	11.532	11.674
Saskatchewan	8.516	8.027	8.163	8.635	8.864	8.322	7.897	8.009	8.465	8.381	8.673	9.111	10.435	10.334	10.371	10.296	11.180	11.321	10.853	11.230	11.592	11.662	11.954	12.049
Alberta	8.762	7.973	7.784	8.464	8.566	8.326	7.994	7.911	8.314	8.257	8.224	9.305	10.528	10.687	10.895	10.756	12.032	11.891	11.732	12.007	11.920	11.870	12.056	12.246
British Columbia	9.082	9.128	8.985	9.505	8.975	8.898	8.988	8.041	8.706	8.947	9.014	9.793	10.639	10.181	10.896	11.144	12.209	12.297	12.290	12.191	12.363	12.423	12.627	12.671

FUEL AND LIGHTING§

Province	1914 Jan.	1914 April	1914 July	1914 Oct.	1915 Jan.	1915 April	1915 July	1915 Oct.	1916 Jan.	1916 April	1916 July	1916 Oct	1917 Jan.	1917 Feb.	1917 Mar.	1917 April	1917 May	1917 June	1917 July	1917 Aug.	1917 Sept.	1917 Oct.	1917 Nov.	1917 Dec.
Nova Scotia	1.548	1.640	1.662	1.546	1.561	1.562	1.556	1.553	1.578	1.585	1.603	1.780	1.995	1.998	2.061	2.082	2.142	2.157	2.164	2.157	2.216	2.300	2.300	2.232
Prince Edward Island	1.502	1.502	1.502	1.533	1.486	1.486	1.660	1.500	1.548	1.564	1.739	1.742	1.815	1.816	1.939	2.079	2.364	2.220	2.408	2.408	2.418	2.408	2.408	2.928
New Brunswick	1.819	1.805	1.771	1.756	1.785	1.786	1.738	1.733	1.798	1.853	1.869	1.981	2.074	2.187	2.244	2.267	2.337	2.446	2.381	2.381	2.399	2.433	2.417	2.498
Quebec	1.886	1.820	1.767	1.786	1.809	1.799	1.763	1.729	1.764	1.755	1.766	1.821	2.152	2.498	2.431	2.420	2.455	2.612	2.559	2.566	2.643	2.687	2.773	2.840
Ontario	1.791	1.871	1.796	1.802	1.791	1.797	1.771	1.778	1.783	1.775	1.795	1.889	2.116	2.189	2.255	2.249	2.283	2.352	2.369	2.376	2.434	2.506	2.559	2.600
Manitoba	2.362	2.369	2.369	2.322	2.391	2.326	2.326	2.029	2.203	2.265	2.312	2.509	2.523	2.546	2.546	2.648	2.664	2.664	2.688	2.820	2.828	2.816	2.835	2.836
Saskatchewan	2.622	2.625	2.625	2.600	2.582	2.369	2.373	2.380	2.397	2.423	2.460	2.473	2.673	2.668	2.690	2.680	2.602	2.724	2.708	2.747	2.750	2.777	2.781	2.807
Alberta	1.623	1.761	1.749	1.750	1.754	1.687	1.647	1.720	1.709	1.710	1.722	1.727	1.661	1.655	1.660	1.661	1.660	1.762	1.825	1.852	1.824	1.836	1.833	1.811
British Columbia	2.315	2.341	2.417	3.221	2.354	2.324	2.415	2.061	2.210	2.232	2.189	2.204	2.175	2.257	2.241	2.274	2.279	2.338	2.409	2.447	2.497	2.464	2.316	2.166

RENT.

Province	1914 Jan.	1914 April	1914 July	1914 Oct.	1915 Jan.	1915 April	1915 July	1915 Oct.	1916 Jan.	1916 April	1916 July	1916 Oct	1917 Jan.	1917 Feb.	1917 Mar.	1917 April	1917 May	1917 June	1917 July	1917 Aug.	1917 Sept.	1917 Oct.	1917 Nov.	1917 Dec.
Nova Scotia	4.300	4.275	4.275	4.275	4.150	4.150	4.150	4.150	4.150	4.150	4.150	4.150	4.150	4.150	4.150	4.150	4.313	4.400	4.400	4.400	4.400	4.400	4.400	3.938*
Prince Edward Island	1.750	1.750	1.750	1.750	1.750	1.750	1.750	1.750	1.750	1.875	2.250	2.250	2.250	2.250	2.250	2.250	2.250	2.250	2.250	2.250	2.250	2.250	2.250	2.250
New Brunswick	3.281	3.012	3.452	3.450	3.452	3.452	3.452	3.452	3.452	3.500	3.500	3.500	3.500	3.500	3.500	3.500	3.625	3.625	3.625	3.625	3.875	3.875	3.785	3.875
Quebec	3.531	3.900	3.640	3.562	3.500	3.600	3.547	3.545	3.547	3.610	3.812	3.813	3.875	3.875	3.910	3.910	3.875	3.875	3.875	3.875	3.875	3.798	3.798	3.828
Ontario	4.245	4.265	4.390	4.220	4.070	3.855	3.835	3.755	3.780	3.800	3.890	3.940	3.780	3.950	4.150	4.265	4.393	4.418	4.418	4.473	4.503	4.568	4.578	4.588
Manitoba	7.500	6.875	6.875	6.438	5.812	4.875	4.875	4.875	4.875	4.875	4.875	4.875	4.750	4.875	4.875	5.500	5.500	5.500	5.500	5.500	5.500	5.500	5.500	5.500
Saskatchewan	8.905	8.592	7.975	6.405	6.095	5.470	5.470	5.467	5.155	5.000	5.000	5.313	5.310	5.000	5.000	5.312	5.313	5.313	5.313	5.313	5.313	5.625	5.783	5.418†
Alberta	7 687	7.970	7.975	6.720	5.970	5.845	5.405	5.217	5.217	5.218	5.125	5.125	5.125	4.500	5.125	5.280	5.280	5.283	5.283	5.408	5.563	5.563	5.698	5.688
British Columbia	5.400	5.750	5.200	5.272	5.230	4.660	4.589	4.017	4.017	3.928	3.928	3.928	3.930	3.895	3.895	3.895	3.938	3.938	3.979	4.020	4.188	4.270	4.428	4.428

*Halifax omitted. †Saskatoon omitted. §Coal, wood and coal oil; no allowance is made for the varying extent to which these are used in the different provinces and localities.

and $1.85 in December, 1915. During the first year of the war the prices of coal and wood showed some declines but advanced considerably during 1916 and 1917. The greatest increases in the cost of food during the year were in meats, especially pork products, eggs butter, bread, flour, beans, sugar and potatoes. As compared with prices of foods before the war all commodities were much higher except coffee, prunes, and rice. Milk showed relatively little advance until the autumn of 1917 when prices in most of the cities went above 10 cents per quart, and in several rose to 15 cents.

The British Labour Gazette reported on prices at the end of the year as follows, in part:—

..... After the recession from the higher prices of early August, 1914, to the level of the beginning of September, there was an almost continuous rise in the prices of food up to July, 1917. Twenty-five per cent. increase was first exceeded on 1 May, 1915, after nine months of war, 50 per cent. on May 1, 1916, a year later, 75 per cent. on November 1, 1916, after 27 months of war, and 100 per cent. on June 1, 1917. During June there was a rise of 2 per cent. in the increase over the normal of July, 1914, but a similar fall in July brought the increase in prices after three years of war to 102 per cent. In other words, prices had practically doubled during the three years. The figure for December 1, is not substantially different from that for July 1, 1917, and it is interesting to note that in the corresponding five months of 1916 an increase of 23 per cent. was recorded. It is noteworthy that the items which have shown a fall in price since July, 1917, are those of particular importance in the dietary of the poorer classes—viz., bread and flour, potatoes, cheese and margarine, as well as meat.

When the average percentage increases at December, 1 1917, as compared with July, 1914, for each of the foregoing articles of food are brought together, their arrangement in descending order of magnitude is as follows:—

	Per cent		Per cent
Fish	191	Eggs (see text)	95
Sugar (granulated)	188	Cheese	92
Meat, imported	115 to 161	Meat, British	75 to 100
Bacon	134	Margarine	65
Tea	107	Bread	54
Butter	99	Flour	52
Milk	96	Potatoes	39

For eggs, the percentage shown here relates to July, 1917, and not to December, 1917, as the seasonal change in prices of eggs is so great that the December percentage would be valueless for comparative purposes. With regard to meat it may be remarked that the diversity in percentages arises from the disparity in the prices of different cuts, and that the actual amount of average increase shows much less variation, the range 6½d. to 8¼d. per lb. covering six of the eight cuts included in the figures.

The foregoing particulars relating to the principal articles of food may usefully be supplemented by the following figures showing the approximate average percentage increase between July, 1914, and December 1, 1917, in the retail prices of a number of groceries of less importance in working-class dietaries:—

	Per cent.		Per cent
Lentils, split (red)	230	Milk, condensed	120
Peas, split (yellow)	210	Beans, butter	110
Sago	190	Jam	110
Tapioca	160	Rice, Rangoon	100
Syrup	160	Cocoa (loose)	95
Beans, Haricot	140	Coffee	30
Oatmeal, Scotch	140		

The average rise with these secondary items is clearly greater than with the principal foodstuffs. Excluding coffee, for which the advance is exceptionally small, it would appear that the average would be between 140 and 150 per cent; including coffee it would be less, but certainly above the 105 per cent shown as the average for the principal articles of food.

FOODS IN COLD STORAGE

THE Commissioner appointed by the Minister of Labour to administer Order in Council No. 2777, of November 10, 1916 (issue of December, 1916, p. 1848), has issued a statement of the quantities of certain food commodities in cold storage in Canada on the first day of each month beginning with July 1, 1917. The statement also gives quantities in storage on the same dates in the previous year. The figures, which are compiled from reports of approximately 99 per cent of the cold storage plants in Canada, include the entire stocks of the commodities in cold storage establishments whether technically in cold storage or not. The statement, which is summarized in the following tables does not cover goods in transit, which it is estimated, would increase the totals by about ten per cent.

QUANTITIES OF CERTAIN FOODS IN COLD STORAGE ON THE FIRST OF EACH MONTH, JULY, 1917, TO JANUARY, 1918

Commodity	July 1	August 1	September 1	October 1	November 1	December 1	January 1
	Lbs. or Doz.	Lbs. or Doz.	Lbs. or Doz.	Lbs. or Doz.	Lbs. or Doz.	Lbs. or Doz.	Lbs. or Doz.
Butter	4,306,685	12,250,124	20,480,809	21,025,400	17,023,477	15,414,154	11,237,627
Cheese	4,674,239	19,919,693	19,693,704	18,091,055	13,772,101	15,809,639	12,374,985
Eggs	8,590,861	13,001,751	14,948,540	15,124,849	14,917,224	6,819,169	4,144,490
Beef, fresh and pickled	6,616,415	7,912,685	14,215,677	24,702,900	36,794,218	48,093,680	43,335,952
Pork, fresh and pickled	27,622,902	32,916,864	29,989,519	20,851,876	19,940,337	21,086,221	22,623,378
Bacon, ham and smoked meats	11,912,087	8,583,745	14,019,243	11,240,021	19,513,846	10,971,611	15,086,828
Mutton and lamb	566,832	604,101	295,588	885,822	2,632,786	4,610,444	3,963,483
Fowl (all kinds)	.....	3,468,854	1,844,207	1,561,165	1,716,986	2,216,236	3,369,307
Fish (all kinds)	.....	13,992,170	15,546,732	19,757,730	18,783,537	12,871,275	19,419,984

PERCENTAGE INCREASE (+) OR DECREASE (—) IN THE QUANTITIES OF CERTAIN FOODS IN COLD STORAGE ON THE FIRST OF EACH MONTH, AUGUST, 1917, TO JANUARY, 1918, AS COMPARED WITH THE PREVIOUS YEAR.

Commodity	August 1	September 1	October 1	November 1	December 1	January 1
Butter	+40	+16	+ 24	+34	+ 28	+ 12
Cheese	+29	+13	— 19	—13	+ 52	+ 70
Eggs	+31	— 7	+ 4	+ 4	+ 63	+ 48
Beef, fresh and pickled	+50	+27	+ 19	+ 8	+ 12	+ 6
Pork, fresh and pickled	.....	+37	+200	+ 6	+ 7	+ 8
Bacon, ham and smoked meats	.....	+33	— 6	— 6	— 22	— 8
Mutton and lamb	.....	—20	+ 26	— 9	— 20	— 19
Fish (all kinds)	.....	+56	+ 16	+ 2	+ 48	+ 14

FAIR WAGES CONTRACTS, DECEMBER, 1917

DURING December, 1917, the Department of Labour received for insertion in the *Labour Gazette* information relative to two fair wage contracts. Both of these contracts were awarded by the Department of Public Works and contained the usual fair wage clause.

DEPARTMENT OF PUBLIC WORKS. — Docking, cleaning, painting and repairs to Dredge No. 303, "Fruhling." Name of contractor, British Columbia Marine Company, Vancouver, B.C. Date of contract, December 6, 1917. Amount, $19,960 and $0.75 per sq. ft. for any extra cement work.

DEPARTMENT OF PUBLIC WORKS. — Alterations required for post office purposes in the old Royal Bank Building, Regina, Sask. Name of contractors, Wilson and Wilson, Limited, Regina, Sask. Date of contract, December 12, 1917. Amount, $7,900.

POST OFFICE DEPARTMENT.—The following is a statement of payments made in November for supplies ordered by the Post Office Department subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages and the performance of work under sanitary conditions:

Nature of orders.	Amount of Orders
Making metal dating stamps and type and making other hand stamps and brass crown seals	$921.10
Making and repairing rubber dating stamps	192.24
Supplying stamping material and repairing stamping pads	841.44
Supplying new bags	6,754.02
Repairing mail bags	5,548.56
Supplying mail bag fittings	14,252.18
Making and supplying articles of official uniforms	543.25
Repairing mail clerk's tin boxes and steel portable boxes	87.35
Repairing post office scales	7.10
Repairing miscellaneous articles of postal stores	20.50

FATAL INDUSTRIAL ACCIDENTS DURING DECEMBER, 1917

DURING December the Department received reports of the occurrence in that month of 41 fatal accidents, as compared with 58 fatal accidents during November and 89 in the month of December, 1916. The Department is unable to secure reports of all fatal accidents, but reports are received monthly from all available sources.

FATAL INDUSTRIAL ACCIDENTS DURING DECEMBER, 1917

Trade or industry.	Locality	Date	Cause of fatality.
AGRICULTURE—			
Farmer	Virgil, Ont.	Dec. 4	Kicked by a horse.
LUMBERING—			
Sawmill employee	Quebec, Que.	" 6	Clothing caught in belting of machinery.
Logmaker	Massey, Ont.	" 1	Falling tree.
MINES, METALLIFEROUS WORKS AND QUARRIES—			
Hoistman	New Liskeard, Ont.	" 7	Struck by hoist cable.
Miner	Timmins, Ont.	" 11	Fell down ore chute.
Miner	Crean Hill, Ont.	" 4	Struck by flying piece of blasted rock.
Mucker	Silverton, B.C.	" 10	Fall.
Miner	Nanaimo, B.C.	" 31	Fall of rock.
BUILDING AND CONSTRUCTION—			
Bricklayer	Quebec, Que.	" 8	Falling from chimney.
Derrick operator	Toronto, Ont.	" 18	Falling derrick.
METAL, MACHINERY AND SHIPBUILDING—			
Steel worker	Hamilton, Ont.	" 4	Contact with revolving shaft.
STEAM RAILWAY SERVICE—			
Engineer and fireman (2)	Stony Creek, Ont.	" 18	Collision of trains.
Engineer	Sarnia, Ont.	" 18	Drowned—locomotive fell into river.
Engineer	Cabot, Man.	" 11	Crushed by overturning of locomotive.
Brakeman	Tillsonburg, Ont.	" 17	Collision of trains.
Brakeman	Mont Joli, Que.	" 11	Fell from train.
Brakeman	Chambord, Jct., Que.	" 22	Derailment of a car.
Brakeman	Rennie, Man.	" 12	Run over by train.
Brakeman	Port Burwell, Ont.	" 7	Collision of trains
Brakeman	Moose Jaw, Sask.	" 11	Run over by cars
Yardman	Toronto, Ont.	" 20	Run over by a train.
Yardman	Transcona, Man.	" 7	Crushed between cars.
Section foreman	Collins' Bay, Ont.	" 1	Struck by a locomotive.
Employee	Prince Albert, Sask.	" 27	Mangled by gasoline engine.
Employee	Montreal, Que.	" 18	Struck by a train.
NAVIGATION—			
Bargeman	Quebec, Que.	" 8	Entangled in hawsers.
MISCELLANEOUS TRANSPORT—			
Driver	Toronto, Ont.	" 5	Collision of wagon and street car.
Driver	Toronto, Ont.	" 19	Collision of wagon and street car.
PUBLIC UTILITIES—			
Lineman	Toronto, Ont.	" 6	Struck by elevator balance weight.
MISCELLANEOUS TRADES—			
Paper mill employee	Iroquois, Falls, Ont.	" 8	Caught in machinery.
Chemical plant "	Victoria, B.C.	" 27	Burned—Fell into chemical tank.
Chemical plant "	Trenton, Ont.	" 31	Crushed by falling weight.
Domestic servant	Montreal, Que.	" 27	Fell into elevator shaft.
Hotel employee	Montreal, Que.	" 29	Fell into elevator shaft.
Stableman	Montreal, Que.	" 17	Burned—Stable caught fire.
UNSKILLED LABOUR—			
Labourer	Grand Falls, N.B.	" 13	Falling mass of frozen gravel.
Labourer	St. John, N.B.	" 21	Falling roll of paper.
Labourer	Tuxedo, Man.	" 2	Crushed in clay crusher.
Labourer	Pinawa, Man.	" 26	Drowned.
Labourer	Point Ann, Ont.	" 18	Struck by a belt of machine.

REPORT OF THE UNITED STATES EMPLOYEES' COMPENSATION COMMISSION*

THAT the industry and not the employee ought to bear the larger part of the burden of cost resulting from injuries due to the employment has been recognized by the enactment of workmen's compensation laws in 37 American States, but until September 7, 1916, no comprehensive plan had been adopted by the United States for the protection of its half million employees, although certain groups had been protected by the provisions of several widely different acts, no one of which was at all adequate when tested by the standards of even the narrower State compensation laws.

The first annual report of the United States Employees' Compensation Commission upon the operations of the new Federal compensation act shows that, although the Commission was not organized until the end of March, 1917, nearly seven months after the law came into effect, yet during the three months to June 30 it made awards and paid compensation of $122,806 on account of 2,758 claims arising from injuries occurring during the period September 7, 1916, to June 30, 1917.

In the 2,669 cases in which disability had terminated, the average compensation was $40.53; in 87 cases, where the injured employee was still disabled and only part of the compensation had been paid, the average of compensation paid was $155.93; in death cases, one widow was awarded $35 per month, and one $27.65 per month during life or until re-marriage; in 27 cases payments for medical, surgical and hospital expenses amounted to $781.15. Among the Panama Canal employees, where the compensation act is separately administered by the Governor of the Panama Canal, 673 cases, 12 of which were deaths, resulted in compensation of $29,807, while among employees of the Alaskan Engineering Commission, where the compensation act is also separately administered, 65 cases received compensation of $7,317.

The number of cases settled is yet too small to permit any comparison of the relative cost of compensation under the old and new systems. Under the old system, $626,896 were paid as compensation for injuries occurring during the fiscal year ending June 30, 1916, and inclusion of certain additional groups of post office employees who had been provided for beginning with July 1, 1916, had called for an additional appropriation of approximately $100,000.

The injuries reported to the Commission up to June 30, 1917, numbered 7,832. Since that date a marked increase has occurred, so that during October the reports received were more than double the average number for the months prior to June 30, probably due in part to a better understanding of the law and better reporting, but mainly due to a rapid increase in the number of employees in many Government establishments.

Of the injuries reported to the Commission, 121, or 1.9 per cent, were deaths, and 20 per cent resulted in dis-

*For text of the United States Employees' Compensation Act, see issue of November, 1916, page 1786.

ability of over 28 days. Of the 121 deaths, 34 occurred in the engineering work of the War Department; 17 in the nine navy yards, 14 in the lighthouse service, 10 in the railway mail service and 8 among rural mail carriers.

Bruises, contusions and abrasions constituted about 30 per cent of the injuries, while cuts, punctures and lacerations made up 25 per cent. The great majority of these were not serious. Less numerous, but usually more serious, were the strains and sprains, amounting to 21 per cent of the injuries; fractures, 10.5 per cent; eye injuries, 4.5 per cent; and amputations, 1.5 per cent. Infection, probably due to delayed or inadequate first aid or to some defect in treatment or care, occurred in 7 per cent of the injuries, often greatly prolonging the disability. In several establishments, more than 10 per cent of the injuries became infected.

Under the terms of the new Federal compensation act, compensation is payable for personal injuries sustained in the performance of duty, and this the Commission has interpreted to mean not only accidents as ordinarily defined, but also any bodily injury or disease due to the performance of duties and causing incapacity for work. The Commission thus follows the precedent established by the Department of Labour in its interpretation of the act of 1908, by the Massachusetts Industrial Accident Board and the Massachusetts Supreme Court in their interpretation of the Massachusetts compensation act, and by the State of California in its amendment of its State compensation act. The cases which have come before the Commission thus far indicate that the use of the word "injury" in place of "accident" has not resulted in adding more than one per cent to the number of compensable cases. This is of special interest in view of the fact that where the inclusion of occupational diseases has been proposed, legislators have often hesitated, fearing that the inclusion of such injuries would introduce an element of great uncertainty and might extend the act so as to make it practically a sickness insurance law. It is clear, however, that these doubtful cases are not more numerous or costly than those where questions arise as to whether the injury was sustained while in the performance of duty in cases which must necessarily be left to the judgment of the administrative authority.

The many cases in which question arose as to whether the injury sustained occurred in the performance of duty have led the Commission to adopt the following ruling:

> A personal injury sustained by a civil employee of the United States while on the industrial premises of a navy yard, arsenal, or other place of employment, provided such employee is on such premises for the purpose of going to or returning from his work or performing duties connected with or incidental to his work, and is not on such premises merely for purposes of his own, shall be an injury sustained "while in the performance of his duty" within the meaning of that phrase as used in section 1 of the compensation act of September 7, 1916. This ruling is based upon the responsibility of the United States, as the employer, for the safe and sanitary condition of its premises.

This definition is in accord with the decisions of practically all of the State compensation commissions.

That independent contractors and employees of contractors are not employees of the United States in a sense entitling

them to compensation for injuries sustained while in the performance of work under their contracts has been held in recent decisions of the Commission. Thus the outside piece-worker who sustained an injury while carrying a heavy bundle of work to her home from the quartermaster's depot was denied compensation; as was also the widow of a workman who was drowned while engaged in certain river improvement work for the United States in the service of a contractor. Where, however, a construction firm was employed as agent, as distinguished from contractor, for the performance of certain work in France for the War Department, it was held that the men engaged in such work were civil employees of the United States and subject to compensation under the compensation act.

Where an injury occurs under circumstances creating liability upon a third party to pay damages on account of injury or death and compensation is also payable by the Commission, the law requires that whatever is recovered as personal damages (but not including property damages) must be applied as a credit against the payment of compensation by the Commission. The compensation is then paid only when the amount to which the injured employee would be entitled because of the duration of the disability exceeds the amount recovered. Settlements made up to November 15 by or on behalf of injured employees with third parties who were liable covered 36 cases, and the amount recovered exceeded $12,000.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Failure to examine effect of explosion held negligence

A MAN was killed by a fall of earth and snow when working in a gravel pit. His father sued the company for whom the work was being done under the Fatal Accidents Act, and was awarded damages. The company appealed to the Second Divisional Court, but the appeal was dismissed with costs. The deceased was not employed directly by the company, but by a teamster who was removing the gravel under contract. In order that the gravel might be taken out, the surface earth and snow had to be removed, and by agreement with the teamsters, it was the duty of the company to have this done. In the evening before the accident took place a servant of the company had exploded three charges of dynamite in the frozen surface, and the next morning he had ordered the teamsters to load the gravel at that part of the pit where the explosion had taken place, without having examined the effect of the explosion. The fall of the earth loosened by the explosion was the direct cause of the accident, and the defendants were held by the Court to be liable because of the neglect of their servant to make a proper examination of the place of the explosion, which would have revealed the danger. Both teamster and teamster's servant were on a like footing in respect of a claim of that character, as there was a duty upon the defendant towards every one employed in removing gravel to take reasonable care that the frozen surface should not be a needless danger to them when so engaged. (*Ontario—Durant v. Ontario and Minnesota Power Company.*)

Defective machine held cause of accident when no eye witness

A workman was struck on the head and severely injured by a part of a shoddy picker machine, which he was feeding. He sued his employers and was awarded $4,000 damages upon the findings of a jury. Upon appeal by the defendants, the judgment of the lower court was sustained and the appeal was dismissed. There was no eye-witness to the accident and no one in a position to say what caused the blow. The plaintiff stated that he was struck on the head when picking felt out of the apron of the machine with his right hand, holding in his left a wrench with which he had just tightened some screws that had become loose. He claimed that the machine was not adapted for the picking of felt and that it was not in proper repair. Evidence was adduced in support of this claim. This contention was accepted by the jury, the theory of the defendants being rejected, that the accident was caused by the dropping of the wrench, or in some other way not attributable to any defect in the machine, but to the act of the plaintiff himself. Three questions were put to the jury, and their replies were as follows:

1. Was the accident sustained by the plaintiff caused by the negligence of the defendants? A. Yes.

2. If so, in what did such negligence consist? A. Machine not adapted for the work and not in proper repair.

3. Could the plaintiff, by the exercise of reasonable care, have avoided the accident? A. No.

On appeal, the counsel for the appellant argued that the jury's answers were not sufficient to entitle respondent to have judgment entered for him, and that there was an absence of a finding of causal connection between the defective condition of the machine and respondent's injury. This contention was held by the Court not to be well founded, as the jury's answers must be read in connection with the evidence and in the light of the charge to them. Having found that the accident was not caused or contributed to by the respondent, and that the machine was not adapted for the work and not in proper repair, it would seem to follow that the condition of the machine must have been the cause of the accident. (*Ontario—Toben v. Elmira Felt Company.*)

Appellant must show accident happened in course of employment

A workman, on his way to work, was killed by coming into contact with an electric wire, about 18 feet from a wagon road leading to the yard where he was employed. An application for compensation was made by his widow under the Workmen's Compensation Act of Manitoba. It was ruled by the County Court judge that the company was not liable to pay compensation. The case was taken to the Court of Appeal, which sustained the judgment of the lower court and the appeal was dismissed without costs. It was held by the court that there was no evidence to show why the deceased had left the wagon road, and there was nothing to indicate that his purpose in leaving the road and going to the spot where he was killed was in any way connected with his employment. The onus was clearly upon the appellant to show that the accident both arose out of and happened in the course of his employment. (*Manitoba—Gousick v. Canadian Pacific Railway Company.*)

REVIEWS

UNITED KINGDOM.—Weekly Hours of Employment. Ministry of Munitions. Health of Munition Workers' Committee. Memorandum No. 20. Supplementary to Memorandum No. 5. (Hours of Work.) London, 1917; 7 pp.*

Hours of Munition Workers

IN January, 1916, the Health of Munition Workers' Committee, appointed by the British Ministry of Munitions, issued Memorandum No. 5 on "Hours of Work," in which the following limits of the weekly hours of employment were suggested:

(a) For men, that the average weekly hours of employment should not exceed 65-67 (exclusive of meal times), *i.e.*, a 13-14 hour working day.

(b) That boys under 18 should be allowed to work the same hours as men, provided that—

(i) The hours of boys under 16 should be limited to 60, so far as possible;

(ii) Substantial relief at the week-ends should be insisted on;

(iii) Night work should be limited, as far as possible, to boys over 16.

(c) That for women and girls, employment should be restricted within the normal legal limit of 60, *i.e.*, a 12-hour working day, though within these limits moderate daily overtime might be allowed, and that the employment of girls under 18 at night should be limited as far as possible.

Since then, exact data have been collected by the committee with regard to the relation of weekly hours of labour to output in various occupations, and it was shown that a reduction in the weekly hours of actual work, varying from 7 to 20, in no case resulted in more than an insignificant diminution of total output, while on the average it produced a substantial increase.

In Memorandum No. 20, this subject is discussed further, and it is pointed out that conditions are not the same as in the early days of the war. Not only have large numbers of the youngest and strongest workers been withdrawn for military service, but those who remain are suffering from the strain due to a continuous period of long hours of employment and to anxieties arising out of the war. While much has been done to improve conditions of employment, they are still in many cases far from ideal, notably as regards housing and transit. Large numbers of women are also now employed on work which was considered two years ago quite beyond their capacity. The committee are convinced that the maximum limits of weekly employment provisionally suggested are too high except for quite short periods, or perhaps where the work is light and the conditions of employment are exceptionally good. It is impossible to lay down a single rule as to the best hours in all cases, and the best scheme can only be determined after a careful consideration of the following factors:

(a) The strain involved in the work, its character (heavy or light, continuous

*A review of Memorandum No. 5 of the Health of Munition Workers' Committee, to which this Memorandum is supplementary, appeared in the *Labour Gazette* for June, 1917, p. 502. Memorandum No. 18, an Appendix to Memorandum No. 5, is reviewed in the *Labour Gazette* for August, 1917, p. 659.

or intermittent) and the mental demand which it makes upon the worker;

(b) The extent to which the pace of the work is governed by the machine;

(c) The factory environment — temperature, ventilation, etc.;

(d) The individual physical capacity of the workers, and their age, sex and experience;

(e) The organization of the factory (including welfare supervision);

(f) The sufficiency and suitability of the workers' food, canteen accommodation, etc.;

(g) The arrangements of the hours of work (spells, breaks and pauses);

(h) Conditions outside the factory—*e.g.*, housing and transit.

UNITED KINGDOM.—Forty-sixth Annual Report of the Local Government Board, 1916-1917. Part I.—Administration of the Poor Law: Special Work Arising Out of the War. Part II.—Housing and Town Planning. Part III.—Public Health: Local Administration: Local Taxation and Valuation. 59 pp.

Work of the Local Government Board

The Report of the Local Government Board for 1916-1917 deals largely with conditions arising out of the war and the means taken to meet them. In the autumn of 1916, the Government decided to pay an additional allowance up to a maximum of 2s. 6d. a week to old age pensioners who were suffering hardships from the high prices of food caused by the war. At the beginning of November, 500,000 applications for this extra allowance had been made by old age pensioners in the United Kingdom. Each application is investigated in much the same way as claims for old age pensions. The special work arising out of the war consisted in the relief of distress among dependents of British civilians interned in Germany, victims of air raids, members of the professional classes, British and Belgian refugees, and lodging-house keepers on the East Coast. The scales of allowances for British-born wives of interned aliens were raised to a maximum of 12s. 6d. in London and 10s. outside London for the wife and 3s. for each child. Aid was continued to Belgian refugees in co-operation with the War Refugees Committee and the Comité Officiel Belge pour l'Angleterre. Up to March 31, 1917, accommodation had been provided for 119,739 refugees in institutions controlled by the Metropolitan Asylums Board and in other places.

On account of the war there has been a marked diminution in the activity of local authorities generally in housing matters, but during the past year the subject of the housing of the working classes has received much consideration with a view to proposals for dealing with some difficult problems which will arise on the conclusion of the war, especially in regard to the need of a very considerable number of houses to meet the large and growing deficiency in housing accommodation. The war has also had a deterrent effect on town planning, but local authorities are recommended to take every possible opportunity to advance their town-planning schemes in order that when the opportunity occurs progress with building operations may be made without delay.

UNITED STATES.—Proceedings of the Fourth Annual Meeting of the American Association of Public Employment Offices, Buffalo, N.Y., July 20 and 21, 1916. U. S. Bureau of Labour Statistics. Bulletin No. 220. 92 pp.

American Association of Public Employment Offices

The United States Bureau of Labour Statistics has issued a bulletin containing the proceedings of the fourth annual meeting of the American Association of Public Employment Offices, which was held at Buffalo in July, 1916. Among the subjects discussed at this meeting were the following: "How can co-operation among Federal, State and city employment bureaus be effected"; "A National system of employment offices"; "Juvenile placement depart-

ments, their connection with vocational guidance and trade schools"; "Special problems in the women's departments," and "Labour organizations and public employment offices: how they can be mutually helpful."

In a letter from Dr. W. M. Leiserson, the retiring secretary-treasurer, a brief review is given of the work that has already been accomplished by the association, and mention is made of the things that yet remain to be done. As the result of the influence of this association, all the leading public employment offices of the country have adopted improved systems of records and methods of management that are substantially uniform. Public employment office laws recently enacted in the States of New York, New Jersey, Pennsylvania, Illinois and California have included provisions which had been advocated by the association, namely, advisory committees of employers and employees, and a measure of civil service. The work remaining to be done by the association includes the preparation of a standard set of forms for keeping records of employment offices, the drafting of a standard employment office law, and the working out of a plan for a national organization of employment offices.

SWEDEN.—Livsmedelsforbrukningen. Sveriges Officiella Statistik. Stockholm, 1917; pp. 77.

Cost of Living in Sweden, 1914-1916

The Swedish Labour Office has published a report on the cost of living, giving the result of an investigation into the expenditure of 600 families in 27 towns on the same basis as a previous investigation in 1913-14. Expenditures as obtained from household accounts were compared for May, 1914, and May, 1916. The average income per week in May, 1916, was 39 Kr. 32 ($10.538) as compared with 35 Kr. 92 ($9.627) in the same month of 1914. In many families, however, the children had grown up and the families were larger. The average income per member reduced to a common unit was 10 Kr. 84 ($2.905) as compared with 10 Kr. 67 ($2.860) in 1914. More than half of the families investigated lived in one room houses. The number using electricity and gas, however, had slightly increased, these now being used by one-half of the families. The average monthly rent for a one-roomed house increased from 16 Kr. 07 ($4.307) to 16 Kr. 94 ($4.540). In expenditure on food, etc., the cost of meat increased by 36 per cent and formed a slightly larger percentage of the budget in 1916 than two years before, namely 13.04 per cent, as compared with 12.32 per cent. Expenditure on fish bore a greater proportion to the total expenditure on food than before. The expenditure on butter decreased, but that on margarine increased. Rye bread and flour represented an increased percentage of the total budget for food; also sugar and molasses. The amount of meat used decreased four per cent, being greatest in preserved meat, especially pork. The use of fish increased considerably. There was a reduction in the consumption of unskimmed milk. The consumption of potatoes increased greatly, over 50 per cent. There was also an increase in the consumption of sugar and coffee.

The investigation sought, finally, to discover in what measure the 601 families in question succeeded in avoiding an increase in the cost of living by substituting certain foods for others. A comparison was made between the actual expenses for food shown in an average

family weekly budget in May, 1914, and May, 1916, and, on the other hand, the cost, in May, 1916, of a budget of the same foods as used in 1914. The average weekly budget of foods actually consumed in May, 1914, was 12 Kr. 06 ($3.232) and in 1916 the actual expenditure was 16 Kr. 13 ($4.323), that is, an increase of 33.7 per cent. The same expenditure calculated per unit of consumer stood at 3 Kr. 58 ($0.959) in 1914 and at 4 Kr. 45 ($1.193) two years later, showing an increase per unit of 24.3 per cent. The budget of the same foods consumed in the same quantities as in 1914 at the average prices in May, 1916, would be 16 Kr. 89 ($4.527), while the average cost per unit would be 4 Kr. 65 ($1.246), which would represent an increase of 40 per cent over the actual cost of foods in 1914 and an increase of 29.9 per cent over the cost per unit of consumer in 1914. Thus the consumer has been able to save about 6 per cent on his weekly budget by substituting cheaper foods for the more expensive.

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

In this Issue

In January there was quietness in some lines after the Christmas trade and some temporary slackness on account of fuel shortage and adverse weather conditions was reported, but on the whole employment was well maintained. The cost of the weekly budget of staple foods was $12.42 in January, as compared with $12.24 for the previous month and $10.27 in January, 1917. The departmental index number of wholesale prices stood at 257.1 for January, as compared with 253.5 for the previous month and 208.1 for January, 1917. There were 11 strikes in existence at some time or other during the month, as compared with 12 in December; five of the new and two of the old strikes were reported as having terminated, leaving four unterminated strikes on record at the end of the month. A review of the report on strikes and lockouts in Canada, 1901-1916, just issued by the Department, and the annual review of strikes and lockouts, which also appears, afford a summary of industrial disputes in the 17 years of the departmental record. The present issue also contains the usual quarterly articles on wage changes, unemployment in trade unions and the annual review of employment in the building trades as indicated by building permits.

Proceedings under the Industrial Disputes Investigation Act

During January there were two applications for the establishment of Boards of Conciliation and Investigation, one from machinists, boilermakers and blacksmiths employed on the Grand Trunk Railway in Canada, and the other from conductors, trainmen and yardmen employed on the eastern lines of the Canadian Northern Railway and the Halifax and South Western Railway. In the former case a Board was established, and in the latter the dispute was referred by joint request of the parties to the Board established in connection with a dispute on the western lines of the Canadian Northern Railway and affecting the same class of workers. Reports of the Boards which dealt with the following disputes appear in this issue: (1) Michigan Central Railroad Company and passenger trainmen, baggagemen, flagmen and brakemen; (2) Port Arthur Shipbuilding Company, Limited, and boilermakers, etc.; (3) Corporation of Edmonton and firemen; and (4) Canadian Northern Railway Company and maintenance of way employees on western lines. Settlements were reported in connection with two applications which the Department had dealt with during previous months.

Government Conference with Labour Representatives

On the invitation of the Dominion Government a number of representative labour men from all parts of the Dominion came to Ottawa in the last week of January and conferred with the Government on many important problems and on those having to do with labour in particular. The railway situation was discussed and the labour men asked for the nationalization of all the roads, or failing this, a central control board which should operate the railways as one system during the war. As to shortage of labour for railway maintenance, the labour men were of the opinion that the difficulty was not caused by labour shortage, but rather by unequal distribution of labour. It is understood that the question of compulsory farm labour was not raised by the Dominion Government, but it was informally discussed with the labour representatives by some of the local representatives of agricultural departments of the provincial governments. The labour representatives took the position that conscription of farm labour was impracticable, and argued if this were granted it would be quite reasonable that labour should be conscripted for manufacturing farm machinery and the transportation of farm produce. It was conceded, however, that it might be advisable to make some statistical survey of the supply of labour available, and it was understood that the Government would take the matter into consideration and issue a statement shortly. The labour representatives also opposed the introduction of alien labour. As counter proposals to conscription of labour and the importation of aliens, the labour men suggested that efforts should be made to organize more efficiently the present supply of labour in the country. They approved the abolition of private employment agencies and the organization by the Dominion Government in co-operation with the provinces of a national system of employment exchanges. They also suggested that special railway rates should be granted to labourers going to employment at a distance. No opposition was expressed to the securing of farm labour from the United States or the exemption of farm labour from compulsory military service. The labour men urged the protection of women employed in industry and asked that they should be paid the wages previously paid to men for the same class of work.

* * *

Investigation of Operations of Manitoba Workmen's Compensation Board

The Manitoba Gazette of January 12 publishes a proclamation appointing a commission to inquire into the operations of the Manitoba Workmen's Compensation Act. The members of the commission are William S. Fallis, manager of the Sherwin-Williams Company of Canada, Limited; Andrew R. D. Paterson, adjuster of fire losses, and Arthur W. Puttee, vice-president and manager of the Winnipeg Printing and Engraving Company, Limited, all of the city of Winnipeg. The inquiry is to be made "into and concerning any administrative, executive or judicial acts of the Workmen's Compensation Board and of the officers, servants and employees thereof appointed under the Workmen's Compensation Act." The commissioners are specifically directed to inquire into the following: (a) any order respecting insurance rates made by the said Board and the reasons therefor; (b) the appointment of any officers and servants of the said Board, their salaries and duties, and the necessity for any or all of said appointments; (c) the offices, equipment and appliances, rented, purchased or procured or proposed to be procured by the said Board and the necessity therefor; (d) the work performed by the commissioner, assistant commissioner and other officers and servants of the said Board; (e) generally the nature of the staff and offices and equipment necessary for the proper administration of the said Act; (f) the forms prescribed by the said Board and

any regulations or rates laid down by the said Board in any way affecting employers, insurers or employees, and the reasons therefor.

* * *

Railway Wage Board in the United States

The Director General of Railways in the United States has announced the appointment of a railwage wage commission to investigate railroad wages. The members of the commission are: Franklin K. Lane, Secretary of the Interior; Charles C. McChord, member of the Interstate Commerce Commission; J. Harry Covington, Chief Justice of the Supreme Court of the District of Columbia, and William R. Wilcox, of New York. The commission is directed to make a general investigation of the compensation of persons in the railroad service, the relation of railroad wages to wages in other industries, the conditions respecting wages in different parts of the country, the special emergency respecting wages which exists at this time owing to war conditions and the high cost of living, as well as the relation between different classes of railroad labour. The commission is "not to sit as a body of judges in a contested case," but animated by a spirit of justice is to meet a present problem. The commission will begin work at once and will report to the Director General its recommendations in general terms as to changes in the existing compensations that should be made.

* * *

Wages of Farm Labour in Manitoba

Crop Bulletin No. 96, recently issued by the Department of Agriculture and Immigration of Manitoba has some interesting data with regard to the wages paid farm labourers in the province during 1917. The bulletin states that farm labourers were very scarce throughout the year and wages were unprecedentedly high. The gathering of the harvest was helped considerably by gangs of town dwellers who were organized and taken out to the fields for stooking purposes. A table is given showing the average monthly wage in the different agricultural seasons in the five districts of the province. With reference to autumn wages it is stated that it was impossible to secure an accurate statement as some hands are engaged by the month and a large number by the day. The figures of autumn wages quoted in the table are on the basis of day wages, estimated at 20 working days to the month.

District.	Employed during winter	Average wages (winter) per month	Employed during seeding	Average wages (seeding) per month
North Western....	2,429	$21.00	5,342	$47.00
South Western....	1,478	19.00	3,040	48.00
North Central.....	1,546	23.00	3,204	45.00
South Central.....	1.767	20.00	2,746	46.00
Eastern.....	1,469	22.00	2,583	41.00
Total.....	8,689		16,915	

	Employed during summer	Average wages summer per month	Employed harvest and fall	Wages harvest and fall per month
North Western....	4,582	$45.00	9,085	$65.00
South Western....	2,789	47.00	5,804	74.00
North Central.....	2,737	46.00	7,553	66.00
South Central.....	2,974	45.00	5,497	68.00
Eastern.....	3,740	42.00	8,952	59.00
Total.....	16,345		36,891	

As to women domestics on the farms there were some 4,919 employed in the first half year and 5,117 in the last half year. Average monthly wages in the period January to June varied from $18.00 in the North Western and Eastern districts to $19 in the North Central and South Central districts, and $21.00 in the South Western district. In the period from June to December the monthly wage ranged from $20.00 in the North Western district to $21.00 in the Eastern and South Central district, $22.00 in the North Central district, and $24.00 in the South Central district.

Annual Convention of Alberta Federation of Labour

The annual convention of the Alberta Federation of Labour was held at Lethbridge January 7-9, and a number of labour questions were discussed. The majority of the 26 delegates were representatives of local bodies in Lethbridge, Medicine Hat, Redcliff, Edmonton and Calgary. The convention urged the establishment of a provincial Department of Labour and the creation of a Fair Wage Board similar to the body created by the Manitoba Legislature in 1916. Rigid enforcement of the Factories Act and of the Coal Mines Act was urged, and the convention was in favour of legislation which would provide for the payment of wages to all employees in the province bimonthly. The better control of contagious diseases, more stringent sanitary regulations for lumber camps, the better housing of employees at coal mines and changes in regard to the system of washhouses at coal mines were also discussed. The convention expressed itself as in favour of proportional representation, the abolition of election deposits and legislation providing for one day's rest in seven. Resolutions were passed asking that the Dominion Government allow the brewing of a mild beer similar to the war beer of Great Britain; in favour of better wages for letter carriers, or, failing that, an investigation by commission into the question; that the Workmen's Compensation Act, when enacted, should provide compensation for industrial diseases; and that a provincial heating inspector and a board of examiners be appointed. A resolution was also brought forward recommending a system of compulsory health insurance, but it was left to the executive to collect data and report to the next convention on the subject. President J. A. Kinney and Secretary-Treasurer F. Wheatley were re-elected, and Medicine Hat was chosen as the place of meeting in 1919.

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Annual Convention of the British Columbia Federation of Labour

The British Columbia Federation of Labour held its eighth annual convention at Vancouver during the last week of the month, upwards of 100 delegates representing local organizations at Vancouver, Victoria, Powell River, Trail and other places being present. The president's report urged amendments to the Workmen's Compensation Act, objected to the provincial poll tax, "company towns," and industrial conscription, and recommended the formation of a labour party. In addition to the resolutions covering the questions raised in the president's report, others were passed disapproving the importation of Oriental, negro or other indentured labour; in favour of the adoption of a general 44 hour week and of the principle of Government ownership of abattoirs and cold storage plants. The convention approved the appointment of a committee to meet returned soldiers and to discuss with them the future of returned men. The convention also urged that metal mining be made safer and that better conditions be brought about in regard to wash houses and sleeping accommodation at mines. Sanitary inspection of shipyards was advocated. The payment of wages by cash instead of by cheque and the prohibition of deductions from wages in company towns and in incorporated districts were approved. The convention also went on record as in favour of mother's pensions, a minimum wage for working women and equal pay to men

and women on the same work. Duncan McCallum was elected president and A. S. Wells was re-elected secretary-treasurer. Victoria was selected as the convention city for 1919.

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Labour Jottings

A bill has been introduced into the Quebec Legislature to amend the workmen's compensation law of that province. The measure seeks to increase the maximum amount of compensation payable on account of fatal accidents from $2,000 to $2,500, and to raise the maximum amount upon which compensation for injury is calculated to $2,500. A bill entitled "An Act to provide for one day of rest each week for employees in certain industries" has also been presented. It proposes to empower the Governor in Council to order a weekly day of rest for employees in hotels, restaurants, clubs, etc.

The United States Food Administrator has suggested additional legislation widening the powers of the Food Administration. The Administration is "willing to go ahead on a voluntary basis," but asks to be relieved of the responsibility if that method should fail.

The Union of South Africa has passed an act "To amend the Workmen's Compensation Act, 1914, for the purpose of providing compensation in case of industrial diseases."

A special health insurance commission appointed in Massachusetts has reported against the establishment by the state of compulsory health insurance because of "the united opposition of employers and employees, and difficulties presented by the constitutional aspect of the question." The report, however, submits legislation for the extension of group insurance in industrial plants through the savings bank life insurance department. A minority of the commission favoured compulsory health insurance and recommended the appointment of a commission to study the subject.

British National Health Insurance Department reports total receipts for 1916, from employers and employees, £18,500,000; from the state, £5,000,000. Disbursements were: sickness and disablement benefits, £6,000,000; medical service, £4,800,000; maternity benefits, £1,250,000; sanatorium benefits, £750,000; administrative expenses, £2,250,000; balance invested, £8,500,000. Certain amendments in the financial scheme of the National Insurance Acts are proposed in a bill now before Parliament.

The amount of insurance applied for by soldiers and sailors of the United States under the Government's insurance scheme amounted to $3,633,213,000 up to January 12. Applications from 427,811 soldiers and sailors were received, the average amount being about $8,500. The cost of the insurance to the enlisted man is about $8 per thousand.

INDUSTRIAL CONDITIONS DURING JANUARY, 1918

I.—GENERAL REVIEW

The Labour Market

In January there was some falling off in employment in steel plants, the large works at the Sydneys reporting decreased production due mainly to transportation difficulties. Employment in the metals, machinery and conveyances group was generally good, although some instances of slackness on account of fuel shortage were reported, mainly in the Maritime Provinces. At Toronto, machinists and women munition workers were wanted, and machinists, moulders and stove-mounters were in demand at many other points in Ontario. Workers in shipyards

were especially busy, both in the East and on the Pacific Coast, slackening being reported only from Sorel and Quebec City because of adverse weather conditions. In foods, employment in sugar refineries was well maintained in the East, except for dullness in beet sugar refineries in Western Ontario; in the West the refinery at Vancouver was operating steadily. Flour and feed mills were brisk, operations continuing day and night in most of the large mills in the West, and the only instances of slackness in cereal mills was reported from Niagara Falls. Employment in meat packing plants was generally good. In confectionery establishments there was some falling off in employment after the Christmas trade, and dullness in the tobacco trade continued in the West, but there was improvement in the East with workers in demand at the large cigar factories in Hamilton. In all branches of the textile industry employment was very good, staffs were increased and much overtime was worked. Seasonal quietness, however, was reported in some of the garment trades at Toronto, Ottawa, Hull, Windsor, Winnipeg, and Vancouver. Workers on caps and gloves were fairly busy. Employment in pulp and paper mills continued good, although the large mills at Ottawa were hampered by fuel shortage and freight congestion. In the East, workers on beaver board were well employed on orders for Halifax. Employment in printing was good. Many workers in sash, door and planing mills in the Maritime Provinces were well employed on material for re-construction at Halifax. Employment at woodwork and furniture was good on the whole in the rest of the country except in the prairie provinces where planing mills were quiet. Fairly active conditions prevailed in boot and shoe factories in the Maritime Provinces, but in Quebec there was quietness except at St. Hyacinthe and Sorel. There was also some improvement for shoe workers in Western Ontario, and leather workers in the West had a fair month. In chemicals there was a demand for nitrators and powder hands at Trenton. Lumbering was hampered by heavy snowfalls, especially in the Maritime Provinces. Bushmen were in demand at Montreal, Ottawa, Port Arthur and Fort William, Winnipeg, Saskatoon and Calgary. The lumber camps, sawmills and shingle mills in British Columbia were generally working to capacity. With the further curtailment of passenger traffic there was some transfer of passenger trainmen to freight service. Large forces were engaged in clearing the lines of snow, track labourers being reported in demand at Port Arthur and Fort William, Winnipeg and Edmonton. Longshoremen were well employed at Atlantic ports and were also fairly brisk on the Pacific Coast. In metalliferous mining, employment in the Cobalt, Porcupine and Kirkland Lake camps was well maintained except at one or two mines. Copper miners and muckers were in demand at Port Arthur and Fort William. Metal mining in British Columbia was again practically normal after the resumption of operations at the Trail smelter. In coal mines, employment was good in Nova Scotia and production increased, but at Westville there was dullness following a disastrous explosion in one of the mines. Coal miners in the Alberta and British Columbia fields were well employed and at many points miners were in demand. Employment in the building trades, as indicated by the value of building permits issued in 35 cities, increased 78.68 per cent, as compared with December, and 11.46 per cent as compared with January, 1917. At Montreal, Ottawa and Toronto, there was a demand for carpenters, bricklayers and electricians for work at Halifax. There was some demand for farm labour at the provincial employment bureau at Toronto, and workers for stock farms were wanted at several points in the West. In civic employment, reports from 15 cities indicated a decrease about one per cent in the number of employees temporarily employed and an increase of 22 per cent in the wages paid such employees in the

first payroll period of two weeks as compared with the same period in December. In December the demand for workpeople at 110 employment offices showed a decline of 15 per cent compared with November and a gain of about 15 per cent as compared with December, 1916. The percentage of unemployment in all occupations at the close of December, as reported by local trade unions, was 2.5, as compared with 1.7 at the close of September, 1917, and 2.2 at the end of December, 1916.

Strikes

The number of industrial disputes in existence in January, the number of workpeople affected and the time loss involved, were smaller than in December. There were in existence at some time or other during the month 11 strikes, affecting 976 workpeople and involving a time loss of 7,898 working days, as compared with 12 strikes, 3,209 employees and 33,540 days in December, and 14 strikes, 12,433 employees and 108,331 days in January, 1917. On January 1, there were on record four strikes, affecting 103 workpeople. Seven new strikes were reported as commencing during the month as compared with four in December. Five of these new strikes terminated and two of the disputes carried forward from December were also settled, leaving the four following unterminated disputes, involving 222 workpeople, on record at the end of January: plumbers and steamfitters, St. John, N.B.; clothing workers at Toronto; machinists at Hamilton, and moulders at Galt, Ont.

Prices

The prices movement continued upward, but in wholesale prices it was not as steep as during the autumn months. In retail prices the average cost of a weekly family food budget in some 60 cities rose from $12.24 in December to $12.42 in January, as compared with $10.27 in January, 1917, and $7.73 for January, 1914. The increase for the month was due to slight advances in all the commodities except butter and sugar, in which there were small declines, and flour and tea, which were steady. The greatest increase appeared in eggs. In wood and coal there were advances, especially in wood. In wholesale prices, the departmental index number reached 257.1 for January, as compared with 253.5 for December and 208.1 for January, 1917, and 136.5 for January, 1914. The chief increases for the month were in livestock and meats and in raw furs; there were slight increases in nearly all the groups, but in hides a decline was recorded.

II.—THE INDUSTRIES AND TRADES

Manufacturing

Metals, machinery and conveyances.—The production for January at the Sydney Steel plant in tons was as follows: pig iron, 24,000; blooms, billets and slabs, 21,500; merchant bars, 1,000; wire rods, 500; wire and products of wire, 900, as compared with the following production in December: pig iron, 48,000; ingots, 32,000; blooms, billets and slabs, 24,000; wire rods, 5,000; wire and products of wire, 12,000. At the Sydney Mines steel plant the production of iron was 5,500 tons and of steel 7,725 tons, compared with 6,200 tons of iron and 8,000 tons of steel produced during the previous month. Heavy snowstorms and the interruption of railway traffic accounted for the reduction in outputs. Halifax reported the Dartmouth rolling mills and the Starr Manufacturing Company busy, and at boat and shipbuilding plants all help was steadily employed. At Westville, some departments of steel plants were steadily engaged, but other departments, owing to fuel shortage, were closed down for several days. At Amherst, the International Engineering Company was busy on marine engines,

but was quiet in the boiler department on account of difficulty in securing material. The Canada Car and Foundry Company was also delayed in certain work on account of lack of material, but was well employed in the rolling mills. St. John reported rolling mills and ship yards active, and, at Moncton, employment in the government railway shops and in the various foundries and machine shops was steady. Fredericton reported a demand for machinists and tool makers in foundries and machine shops. At Montreal, steel plants and shipbuilding yards were active, but at Quebec there was some falling of in iron shipbuilding and repairing owing to cold weather. Sherbrooke reported all branches of the metals group active, and, at St. Hyacinthe, workers employed in the iron industry were well engaged. Three Rivers reported iron and steel plants steadily employed. At Sorel over 100 men were laid off from machine shops and ship yards, but secured work at Port Arthur. Toronto reported the metal and machinery group active and labour in demand in steel plants. Hamilton reported activity in all branches of the metals, machinery and conveyances group, with a demand for labour in the manufacture of locomotives, stoves and furnaces and electrical apparatus. At Niagara Falls, polishers and grinders on automobile parts were in demand, and, at St. Catharines, the various metal plants were well employed. Ottawa reported activity in the iron industry, and one company was advertising for moulders and stove mounters; help was laid off in one large sheet metal plant, but a foundry increased its staff considerably and reported machinists scarce. At Brockville, manufacturers of engines and boilers were fairly busy, and stove and furnace foundries were active; the automobile and carriage plant, however, was somewhat quiet. Kingston reported the Canadian Locomotive Works and shipyards busy, and, at Belleville, all branches of the metals group and shipbuilding yards were active. Tool makers were in demand at Peterborough, and there was a demand for moulders at Galt. Brantford reported engine works and stove foundries busy, and in farm implement factories there was a shortage of labour. Machinists were in demand at Kitchener, and, at Guelph and Stratford, iron foundries and machine shops were well employed. Woodstock reported a constant demand for moulders, mounters and finishers in stove and furnace foundries. At London, rolling mills were busy, but short of material. St. Thomas also reported iron works experienced difficulty in getting material owing to railroad congestion. Chatham reported foundries and machine shops fairly active, and, at, Windsor, the metals group continued fairly well employed. At Orillia the stove foundry was handicapped by a shortage of moulders, but the agricultural implement plant was well employed. Winnipeg reported manufacturers of rolling mill products fairly active, and, at Brandon, agricultural implement plants were busy. At Medicine Hat, rolling mills and other metal working establishments were active. Calgary reported iron works fully employed. New Westminster reported shipyards fully employed and machine shops very busy. At Victoria, iron shipyards and foundries were well employed, and wooden shipbuilding yards were working at full capacity.

Food, tobacco and liquors.—Halifax reported the Acadia Sugar Refinery normally employed and baking and confectionery establishments active. Canning factories at Charlottetown were fairly busy, and, at St. John, the sugar refinery was operating steadily, but with a reduced staff. Moncton reported biscuit factories active. At Montreal, sugar refineries were receiving enough raw material to meet demands; other branches of the foods group were well employed; there was some demand for cigar and cigarette workers. At Toronto, flour and feed mills, abattoirs and packing houses were working steadily; manufacturers of oleo-margarine were installing additional equipment and increasing

their staffs; biscuit factories were busy, but candy factories were quieter; fruit canneries were fairly active. At Hamilton, the various branches of the foods group continued busy, and there was a demand for cigarmakers in large factories. Niagara Falls reported the shredded wheat plant running at half capacity owing to lack of shipping facilities. Peterborough reported cereal mills and meat packing houses very busy, and, at Kitchener, flour mills and abattoirs, biscuit and candy factories were well employed; breweries were quiet, but distilleries were busy. At London, flour and cereal mills were active; biscuit and candy factories were very busy, and cigarmakers were fully employed. Chatham reported flour mills working 18 hours a day, but compelled to close down occasionally owing to lack of fuel and cars; the Dominion Sugar Company laid off between 350 and 400 hands, most of them temporarily, until raw material could be secured. Windsor reported the Postum cereal works active and that cigar factories required woman help. At Winnipeg, confectioners reported business fairly good, though some help was released; vegetable canneries were fairly well employed. At Brandon, flour mills and breweries were active, but cigar factories were dull. Regina reported flour mills operating day and night, but the abattoir was quiet. Moose Jaw, Medicine Hat, Prince Albert and Lethbridge reported flour mills busy. At Calgary, flour mills were running day and night shifts, abattoirs and meat packing houses were fully employed, and cigar factories reported employment good. Edmonton reported employment at the Swift Canadian packing house good, and, at New Westminster, meat packing and vegetable evaporating factories were working full time. At Vancouver, flour, feed and cereal mills, abattoirs and meat packing houses were busy, and the sugar refinery was running steadily; fruit and vegetable canneries and evaporators were quiet; a number of women laid off from cigar factories were absorbed in other industries.

Textiles, cordage and carpets.—Amherst reported woollen mills running full time, and, at Truro, the mattress factory was busy, but short of help and material. St. John reported cotton factories steadily employed, and, at Moncton, woollen mills and underwear factories were busy. Fredericton reported a demand for help in the cotton mills. At Montreal, cotton and woollen mills and knitting mills were busy, and, at Quebec and Sherbrooke, cotton mills were very active. St. Hyacinthe reported the Penman Company working day and night, and, at Three Rivers, all employees of the Wabasso Cotton Company were steadily engaged. St. Johns reported the Belding-Paul Corticelli Company working at capacity. At Toronto, textile and carpet factories were active, and knitting mills were busy, though there was less overtime in knitting mills than during the previous month. At Hamilton, weavers were in demand at the cotton factories, and other branches of the textile group were busy. St. Catharines reported manufacturers of knitted goods active, but silk factories only fairly busy. Kingston reported cotton, woollen and hosiery mills active, with a demand for help, and, at Peterborough, all branches of the textiles group were well employed. Galt reported cotton and woollen mills very active, and, at Peterborough, manufacturers of underwear reported a shortage of woman help. There was also a demand for help at the Brantford Cordage Company. Kitchener reported hosiery and felt factories and the twine factory active. At Guelph, cotton spinning mills and knitting factories were very active, and linen mills reported a shortage of woman labour. Woollen and knitting factories at Stratford were busy. Hosiery factories at London took on extra help and a full staff was employed at the Monarch Knitting Company, St. Thomas. Woollen knitting mills at Chatham were working overtime. Winnipeg reported bag manufacturers well employed, and that knitting companies were adding to staffs. Van-

couver reported tent, awning and sail manufacturers working to capacity.

Clothing and laundering. — Halifax reported all employees of Clayton and Sons, ready-made clothing manufacturers, at work, temporary repairs having been made to the factory. Hat and cap factories at Truro and Moncton were busy, and ready-made clothing factories at St. John were steadily employed. Fredericton reported employment in garment making well maintained. At Montreal, there was a demand for workers in clothing factories, and, at Sherbrooke, clothing factories were busy. St. Hyacinthe reported ready-made clothing factories and shirt factories active, but clothing manufacturers at Hull reported seasonal quietness. The Cluett-Peabody Company at St. Johns was working at capacity. Toronto reported garment workers not as active as in December owing to seasonal quietness, and suspender factories and fur factories were dull. Cap and glove firms were busy, and manufacturers of women's whitewear were taking on experienced operators and finishers. Hamilton reported a demand for labour in dyeing and cleaning establishments. At Ottawa, Grant, Holden and Graham laid off 150 workers owing to seasonal slackness and difficulty in obtaining material. Brockville reported hat and cap factories active and glove factories fairly busy. Galt also reported hat and glove factories active, and, at Kitchener, woman help was in demand in shirt and collar factories. Windsor reported the shirt factory busy, but that some clothing factories laid off their working forces on account of coal shortage and to take stock. At Winnipeg, clothing establishments and laundries were fairly active, shirt factories reported some falling off in employment, but glove makers and furriers were busy. At Edmonton, the Great Western Garment Company added 20 employees to its pay-roll, and, at Victoria, shirt and overall factories were steadily employed. At Vancouver, overall and shirt making establishments were not running full time, and dressmakers and milliners were somewhat slack.

Pulp, paper and fibre.—Halifax reported manufacturers of felt and tarred paper exceptionally busy, owing to the heavy local demand. St. John reported the sulphite pulp mill active, and, at Newcastle, pulp and paper mills were working steadily, with men in demand. At Sherbrooke and Three Rivers, pulp and paper mills were active and the beaver board factory at Hull continued busy on Halifax orders. St. Catharines reported pulp and paper mills well employed, but, at Ottawa, the J. R. Booth Company reported conditions in the pulp and paper industry complicated by coal shortage and freight congestion. Vancouver reported coast pulp and paper mills very busy.

Printing, publishing and paper. — Halifax reported newspaer and job printers well employed, job printers working overtime. Newspaper and job printing offices at St. John, Fredericton and Moncton were busy. Montreal reported employment in newspaper offices good, but lighter in job plants. Quebec and Sherbrooke reported the publishing group busy. At Toronto, printers, bookbinders and allied trades were active, and, at Hamilton, all branches of the printing and publishing group were busy. Woodstock reported a demand for job hands and other Ontario cities reported employment in the printing group was well maintained. Winnipeg reported newspaper and job printers steadily employed and experienced help in demand in binderies. Paper box factories reported business normal. At Brandon, newspaper and job printing offices were active, and, at Regina, were working full time; help was in demand in binderies. Moose Jaw reported that newspaper and job printing offices showed an improvement over the same month in 1917, and, at Medicine Hat, the printing group continued fairly busy. Calgary and Edmonton reported newspaper printing active, but, at Edmonton, job printing was only fair. At Vancouver, newspaper printing was fairly busy, but job work was somewhat quiet. All branches of the printing industry at Victoria were busy.

Woodworking and furniture. — Halifax reported employees of woodworking factories working day and night, and, at Westville, woodworking factories reported a fair month. Amherst reported sash, door and planing mills exceptionally busy on Halifax orders, and the Amherst Piano Company well employed. St. John reported sash, door and planing mills active, and box factories and brush and broom factories steadily engaged. At Moncton, sash, door and planing mills were well employed, but cooperage shops were running on short time. Newcastle reported sash and door factories quieter, but, at Fredericton, sash, door and planing mills were busier than usual at this season. Sherbrooke reported sash, door and planing mills fairly busy and chair factories active. At St. Hyacinthe, sash and door factories, planing mills, wooden box factories and the chair factory were busy and both organ factories were working full time. Three Rivers reported sash, door and planing mills very busy, but the chair factory was partly destroyed by fire. Toronto reported all branches of the woodworking trades, including piano makers, well employed, and, at Hamilton, the woodworking and furniture group was busy. At Ottawa, planing mills and sash and door factories were busy, and one company added to its working forces; the Parker broom factory was adversely affected by freight embargoes, but at the end of the month was normally engaged. Kingston reported sash, door and planing mills active, and broom factories and piano factories fairly busy. Woodworking factories at Peterborough reported a demand for men. At Kitchener, furniture and chair factories were working full time and interior hardwood factories were very busy; the piano and organ factory was running full time, but a woodenware and toy factory was obliged to close down for want of coal. Guelph reported sash, door and planing mills quiet, but piano makers steadily employed. Furniture and chair factories at Stratford were working steadily, and, at Woodstock, there was a demand for skilled hands in furniture, piano and organ factories. London reported planing mills, wooden box factories and the Sherlock-Manning Piano Company busy. Furniture factories at Owen Sound continued normally employed. Planing mills and sash and door factories throughout the Prairie Provinces were reported quiet at most points. At New Westminster, the sash and door factory was normally employed, and box factories were working full time. Vancouver reported sash, door and planing mills and wooden box factories busy, and, at Nanaimo, sash and door factories were working steadily.

Leather, boots, shoes, rubber. — St. John reported the boot and shoe factory steadily employed, and, at Fredericton, shoe factories and larrigan factories were fairly busy and employment in tanneries was good. At Montreal, slackness continued in shoe factories, with a consequent small demand for leather from the tanneries. Quebec reported that boot and shoe factories and tanneries had a poor month, but, at St. Hyacinthe, the leather industry showed considerable improvement over the preceding month, shoe factories having received large orders that were expected to keep employees busy for some time. At Three Rivers, shoe factories remained quiet. At Sorel, the tannery and shoe factory continued well employed. Toronto reported tanneries active, boot and shoe factories busier during the last half of the month, and rubber footwear firms busy. Hamilton reported boot and shoe factories fairly busy, and trunk and harness factories active. St. Catharines reported rubber footwear factories well employed, but shoe factories at Galt were quiet. Tanneries at Kitchener were well employed, with a demand for men; some boot and shoe factories were fairly busy and others were active. Trunk and bag factories reported a shortage of trunk makers and rubber footwear factories were very busy. London reported tanneries and shoe factories well employed, but, at St. Thomas, working forces in

one factory were below normal. Brandon reported tanneries fairly busy, and manufactures of trunks and harness very active. At Calgary, trunk, bag and harness makers were active, and, at New Westminster, the tannery was working at full capacity. Boot and shoe workers at Vancouver were busy.

Clay, glass and stone.—Hamilton reported all branches of the clay, glass and stone group active, with a demand for labour in potteries and porcelain works. Belleville reported the pottery well employed. At Kitchener, marble and monument works were steadily engaged, but manufacturers of brick, tile and sewer pipe were not very busy. Stone cutting yards and the Hobbs plate glass company at London were active. Medicine Hat reported brick and tile works somewhat quiet, but the stoneware industry was fairly active.

Paints, oils, chemicals, explosives.—Halifax reported that repairs had been made to the Brandram-Henderson paint works and that all available help was employed. Three Rivers reported paint factories fairly active, though handicapped by lack of cars and poor quality of coal. Toronto reported manufacturers of paints, oils and chemicals had a good month, and, at Hamilton, soap factories and acid and drug factories were busy. Brantford reported varnish and starch factories well employed. Windsor reported manufacturers of soaps, extracts and drugs had a good month. At Regina the oil works and soap factory were busy. Victoria reported the paint and soap factory active and the oil refinery running steadily.

Transportation

Earnings of the Canadian Pacific Railway during December, 1917, showed a decrease of $1,110,149, compared with the same month in 1916. Halifax reported railway traffic active, and the street railway company was employing women as conductors owing to difficulty in securing men. At Sydney, railway crews and men in repair shops were fairly active, but traffic was hindered by snow storms. St. John reported railways busy, though a number of trains were taken off. Moncton reported freight and passenger traffic on the Canadian Government railways steady and storms and snowfalls necessitated much extra work. Newcastle reported similar conditions. At Montreal, railway freight traffic was heavy; a number of passenger trains were taken off to assist in the movement of freight. Quebec also reported a reduction in the number of passenger trains and an expansion of freight service. Toronto reported railway workers busy, though traffic was much impeded by snowfalls and railway repair shops had much work on hand; street car employees had plenty of employment and men were in demand. Hamilton reported railway repair shops busy and traffic active. Electric lines at Niagara Falls were advertising for trainmen and car repairers were in demand. Brantford reported that steam railways had difficulty in operating on account of weather conditions and street and electric railways had to curtail their services owing to shortage of hydro power. Kitchener reported traffic on steam railways and street and radial railways interrupted for several days through heavy snowfalls. London reported railway transportation on some lines interrupted for several days and clearing the tracks required several thousand men; the cancellation of a number of trains in the district reduced the number of train crews employed, and a shortage of hydro power caused some temporary unemployment on the street railway. At St. Thomas, railway traffic men were busy, and employees of the Michigan Central and Pere Marquette shops were well employed. Chatham reported local freight traffic active, but the radial electric line was compelled to abandon the southern portion of its route on account of snowfalls, and later to give up all traffic owing to lack of coal. Windsor reported steam and street railways blocked for several days by

stormy weather. Winnipeg reported a shortage of men for street railway work during the early part of the month. At Brandon, all branches of the transportation group were busy, and, at Regina, steam railways were active; some crews were taken off for freight service. Calgary reported railways active, and, at New Westminster, employment on street and electric railways was good except for track maintenance employees.

Halifax reported 'longshoremen very active and shipping companies were finding difficulty in obtaining men. At St. John, 'longshoremen had all the work they could handle. Statistics of the Shipping Federation at Montreal showed that there was an average of 1,299 men at work every day of the 1917 season, twice the number employed in 1916. Vancouver and Victoria reported 'longshore work fairly busy, though coast navigation was seasonally quiet.

Mining

Sherbrooke reported chrome iron, copper and asbestos mines busy and mills and concentrators fairly active. At Cobalt, bullion shipments during January were exceptionally heavy, a total of 830,964.78 fine ounces being sent out as compared with 426,710.69 fine ounces in December, and 701,536.10 ounces in November. Ore shipments for the month aggregated 39 cars, containing 2,909,995 pounds, compared with 53 cars, containing 4,071,284 pounds, in November. The gold mines of Porcupine and Kirkland Lake were steadily employed, with the exception of the Dome Mine, the mine and mill of the Dome Company being closed down indefinitely. Fernie reported the various metal mining camps in the district were resuming activity following the re-opening of the Trail smelter. At Trail, two copper and two lead furnaces were operating. The Rossland mines were working steadily, but there was a shortage of men. It was expected that ore would soon be shipped from the Slocan and Kootenay Lake district. Nanaimo reported quartz mining quiet.

The coal output of the Dominion Coal Company was 275,000 tons, an increase of almost 30,000 tons over the previous month. The output at Sydney Mines was 48,900 tons, as compared with 42,000 tons in December. Westville reported that, owing to fire in one colliery and an explosion in another, in which 85 lives were lost, the production of the Acadia Coal Company had been greatly reduced. Amherst reported all coal mines in the district working steadily, and, at Minto, N.B., coal mines were being worked to capacity. Lethbridge reported coal mines very busy, but not working to capacity, owing to a shortage of men. Calgary reported the coal mines in the district working at full capacity, though outputs were delayed through lack of cars. At Fernie, coal mines were being worked to the capacity of the labour available, and coke ovens were operating steadily. Nanaimo reported coal mines active, and the Granby Smelting Company was making preparations to open up some new mines in the district from which to obtain coke for its smelter. Victoria reported that the output of coal at the Vancouver Island mines for 1917 was 1,698,235 tons, the largest in the history of the industry.

Building and Construction

Activity in building and construction in the Maritime Provinces was practically confined to the city of Halifax, where reconstruction operations continued to afford building tradesmen a large volume of employment. Cities in Quebec reported building very quiet, except Three Rivers and Sherbrooke, where a number of men were employed in the extension of industrial plants. At Montreal, building was quiet, but many building tradesmen of the city were employed at Halifax. Nearly all points in Ontario reported building seasonally dull, with a small amount of work on repairs and extensions to industrial plants. Hamilton and Galt reported some activity. The Prairie Provinces and British Colum-

bia reported building practically at a standstill. The value of building permits issued in 35 cities increased from $874,689 in December to $1,562,637 in January, or 78.68 per cent. As compared with January, 1917, there was an increase of $160,705, or 11.46 per cent.

Lumbering

At St. John, only one sawmill was operating, and Moncton reported lumbering operations less extensive than in previous winters owing to scarcity of help and heavy snowfalls. Newcastle reported lumbering operations interrupted by heavy snowfalls. Quebec and Sherbrooke reported lumbering active. At Peterborough, lumbering was busy, and the demand for woodsmen was heavy. Sault Ste. Marie reported lumbermen well supplied with labour. Calgary reported a continued demand for men in lumber camps and sawmills. At New Westminster, sawmills were busy, and shingle mills were working to full capacity. In the Nanaimo district, logging camps lost some time owing to wet weather; sawmills worked steadily, and shingle mills were fairly active, and, at Vancouver, saw and shingle mills were working to capacity. Victoria logging camps were working to capacity.

Fishing

Fishing on the Atlantic coast was interrupted by rough weather. Newcastle reported small catches of smelt, but good catches of tom-cods and flounders. Prince Albert reported little lake fishing, owing to severe weather. At New Westminster, practically no fishing was being done, but Vancouver reported halibut fishing fairly busy.

III.—LABOUR AND INDUSTRY IN THE PROVINCES

Nova Scotia

Halifax reported that employment in the Dartmouth rolling mills and the plant of the Starr Manufacturing Company was brisk, and in boat and shipbuilding plants all available help was engaged. Reconstruction of the workshops in connection with the Halifax graving dock was proceeding day and night. Employees of stove and furnace plants were very active, installing new stoves and ranges in the temporary houses built for those made homeless by the explosion, and upon repairs to furnaces and water pipes. Electrical workers were also working overtime. The plant of the Acadia Sugar Refinery continued normally engaged, and baking and confectionery establishments were active. All employees of Clayton and Sons, ready-made clothing manufacturers, were at work, temporary repairs having been made to the factory. Manufacturers of felt and tarred paper were exceptionally busy owing to the heavy local demand. Newspaper and job printers were well employed, job printers working overtime. Employees of woodworking factories were working day and night. Repairs were made to the Brandram-Henderson paint and varnish works and all available help was employed. The street railway company was employing women as conductors owing to difficulty in securing men. 'Longshoremen were very active.

Sydney reported reduced outputs in the steel industry owing to heavy snow storms, but there was an increase in coal outputs. There was no change from conditions of the previous month in shipyards and in stove and furnace foundries. Railway crews and men in repair shops were active, though traffic was greatly hindered by snow storms.

Westville reported that some departments of steel working plants were steadily engaged, but, owing to fuel shortage, other departments were closed down for several days. Flour mills worked at capacity, but feed and grinding mills reported a scarcity of material. Wood-

working plants reported a fair month's business. A scarcity of cars and fuel caused difficulty in the operation of steam railways. Freight traffic was very heavy, and some congestion prevailed. Owing to fire in one colliery and an explosion in another, in which 86 lives were lost, the output of the Acadia Coal Company was reduced 1,100 tons per day.

Amherst reported the International Engineering Company busy on marine engines, but quiet in the boiler department on account of difficulty in securing material. The Canada Car and Foundry Company was also delayed in certain work owing to lack of material, but was well employed in the rolling mills. Woollen mills were running full time, and sash, door and planing factories were exceptionally busy on Halifax orders; the Amherst Piano Company was well employed. All the coal mines in the district were working steadily, the only difficulty being a lack of cars, which was being overcome.

Truro reported woodworking factories employed full time on building material for Halifax. The cap factory was busy, but the mattress factory was somewhat short of help and material.

Prince Edward Island

Charlottetown reported machine shops, canning factories and woodworking plants fairly busy.

New Brunswick

St. John reported rolling mills and shipyards active, flour and feed mills busy, and the sugar refinery running steadily, but with a reduced staff. Cotton factories and ready-made clothing factories were steadily employed. The sulphite pulp mill continued active, and newspaper and job printing offices were well employed. Sash, door and planing mills had a good month, and box factories and brush and broom factories were steadily engaged. The boot and shoe factory reported business good. 'Longshoremen had all the work they could handle. Sawmills were closed down for the winter.

Moncton reported steady conditions in the Government railway shops and in foundries and machine shops. Flour and feed mills were quiet, but biscuit factories were active. Woollen mills and underwear factories were steadily employed. The Maritime Hat and Cap factory was busy, and newspaper and job printing offices were active. Sash, door and planing mills were well employed for the season, but cooperage shops were running on short time. Freight and passenger traffic on the Canadian Government railways continued steady and snow storms increased the volume of employment. Lumbering operations were slacker than in previous winters owing to scarcity of help and exceptional heavy snowfalls.

Newcastle reported pulp and paper mills working steadily and men in demand. Sash and door factories were quieter. Railway workers were very busy and many extra men were required in clearing snow from tracks. Lumbering operations were hampered by heavy snow. Smelt fishing was in progress, but catches were small. Good catches of tom-cods and flounders were reported.

Fredericton reported a demand for machinists and tool makers in foundries and machine shops. There was a demand for help at the cotton mill and employment in garment making was well maintained. Printing establishments were brisk, and sash, door and planing mills were busier than usual for the season. Employment in tanneries was good, and shoe factories and larrigan factories were fairly busy. Railway employees continued busy, and the coal mines at Minto were being worked to capacity.

Quebec

Montreal reported steel plants and shipbuilding companies active. Sugar refineries were receiving enough raw material to meet demands, and other branches of the foods group were well employed. Cigar and cigarette workers were in demand. Cotton mills, knitting

mills and woollen mills were busy. Newspaper offices were well employed, but in job plants employment was somewhat slack. In boots and shoes, quietness continued, and the demand for leather from the tanneries was small. Railway freight traffic was heavy, a number of passenger trains being taken off to assist in the better movement of freight.

At Quebec, employees in iron shipbuilding and repairing plants were laid off for a week owing to cold weather. The tobacco industry was quiet, but cotton mills and newspaper and job printing establishments were busy. Boot and shoe factories and tanneries had a dull month. Railways reduced the number of passenger trains, but increased the freight service. Lumbering continued active.

Sherbrooke reported all branches of the metals group active, and cotton and woollen factories and ready-made clothing factories busy. Pulp and paper mills and all branches of the printing group were well employed. Sash, door and planing mills were fairly busy and chair factories were active. Chrome iron, copper and asbestos miners were well employed, and mills and concentrators were fairly active.

St. Hyacinthe reported iron workers well employed. Cigar factories worked full time. The Penman Manufacturing Company was working day and night, and the clothing establishments had an active month. The paper box factory was fairly active. Sash and door factories, planing mills, wooden box factories and the chair factory were busy, and both organ factories were working full time. The leather industry showed considerable improvement over the preceding month, the boot and shoe factories having received large orders which will keep employees busy for some time. Railroads were very busy.

Three Rivers reported all iron and steel plants busy and employees of the Wabasso Cotton Company steadily employed. Pulp and paper mills were active, and sash, door and planing mills were very busy; the chair factory was partly destroyed by fire. Leather and boot and shoe factories remained quiet. Paint factories were fairly active, though handicapped by lack of cars and poor quality of coal.

At Hull, clothing manufacturers reported seasonal quietness, and E. B. Eddy's paper mills reported a fair demand for newsprint and an improvement in the supply of raw materials. Large orders for material needed in the rebuilding of Halifax increased employment at the Beaver Board Company.

At St. John's and Iberville a number of men were idle for a few days, owing to coal shortage. Foundries found it difficult to secure iron and steel. The Cluett-Peabody Company and the Belding Paul Corticelli Company worked at capacity. Unskilled labour was fairly well employed removing snow from the streets and in ice cutting.

Sorel reported that over 100 men were laid off from shops and shipyards, but most of these hands secured work at shipyards in Port Arthur. Foundries, the tannery and the shoe factory continued well employed.

Ontario

Toronto reported the metal and machinery industries active and labour was in demand in structural steel plants. Shipbuilders had extensive contracts on hand and automobile, bicycle and motor engine plants were active. Agricultural implement and sheet metal works were busy. Flour and feed mills, abattoirs and packing houses were working steadily. There was a heavy demand for oleo-margarine, and manufacturers were installing additional equipment and increasing staffs. Biscuit factories were busy, but candy factories were quieter. Fruit canneries were fairly active, and cigarmakers were fairly busy, but breweries had a quiet month. Textile and carpet factories were active, knitting mills were busy, but less night work was done than during the previous month. Garment workers were not as active as in December, trade being quieter be-

tween seasons. Suspender factories and fur factories were dull. Cap and glove firms were busy and manufacturers of women's whitewear and dresses were taking on experienced operators and finishers. Printers, bookbinders and allied trades were busy, and all branches of the woodworking trades, including piano makers, were well employed. Tanneries were active, and boot and shoe factories were busier in the last half of the month. Manufacturers of paints, oils and chemicals had a good month. Railway workers were busy; traffic was much impeded by heavy snowstorms and railway repair shops had a great deal of work on hand. Street car employees had plenty of employment and men were in demand.

Hamilton reported activity in all branches of the metals, machinery and conveyance group, with a demand for labour in the manufacture of locomotives, stoves and furnaces and electrical apparatus. The various branches of the foods group continued busy, and there was a demand for cigarmakers in the larger factories. Weavers were in demand at cotton factories, and other branches of the textile group were busy. Ready-made clothing factories, shirt, collar and button factories and women's whitewear factories were active, and there was a demand for labour in steam laundries and dyeing and cleaning establishments. The printing and publishing group was busy, and in woodwork and furniture nearly all branches were active. Manufacturers of boots and shoes were fairly busy, and trunk and harness factories were well employed. There was a demand for labour in potteries and porcelain works, and soap factories and acid and drug factories had a good month. Snow storms gave employment to a large number of men on the railroads.

Niagara Falls reported metal working plants busy, and polishers and grinders on automobile parts in demand. A new factory for the manufacture of electric cranes commenced operations. The Shredded Wheat plant was running at only half capacity owing to lack of shipping facilities. Planing mills were quieter, but the shoe parts factory was busy. Steam railways were active and electric lines were advertising for trainmen; car repairers also were in demand. Work on the refining plant of the International Nickel Company at Port Colborne was nearing completion.

St. Catharines reported the metals and machinery group active, flour mills busy, and breweries quiet. In textiles, manufacturers of knitted goods were active, but silk manufacturing was only fair. Pulp and paper mills were well employed and newspaper and job printing establishments continued busy.

Ottawa reported activity in the iron trades and one firm was advertising for moulders and stove mounters. Help was laid off in one large sheet metal plant. The Victoria Foundry Company increased its staff considerably, but reported machinists scarce. Grant, Holden and Graham, clothing manufacturers, laid off 150 workers on account of the usual seasonal slackness and difficulty in securing materials. The J. R. Booth Company reported conditions in the pulp and paper industry complicated by a threatened coal shortage, freight congestion and railway embargoes. Planing mills and sash and door factories were busy, and the W. C. Edwards Company added to its working forces. The Parker broom factory was adversely affected during the month by freight embargoes, but at the end of the month was normally engaged. The Martin-Orme Piano Company abandoned its experiment of placing women in men's places. The Hugh Carson harness and leather goods factory took on additional skilled help.

Brockville reported engine and boiler works fairly busy, but the Briscoe Motor Car Company and the Canada Carriage Company somewhat quiet. Stove and furnace foundries were busy. Hat and cap factories were brisk and glove factories were fairly busy.

Kingston reported the Canadian Locomotive works and the shipyards busy. All branches of the foods group were

active, and at cotton, woollen and hosiery mills there was a demand for help. Sash, door and planing mills were active and broom factories and piano factories were fairly busy.

Belleville reported all branches of metal manufacturing active and boat and shipbuilding yards busy on repairs. Flour and feed mills were active and the cigar factory had a good month. The shirt factory and steam laundries were well employed and printing was brisk. Sash, door and planing mills and furniture and chair factories were only fairly busy, but the pottery was active.

Peterborough reported metal trades active and toolmakers in demand. Flour, feed and cereal mills and meat packing houses were very busy. All branches of the textiles group were well employed, and woodworking factories reported a demand for men. Lumbering was active, with a heavy demand for woodsmen.

Galt reported activity in the metals group, and moulders in demand. Cotton and woollen mills were very active, but shoe factories were quiet.

Brantford reported manufacturers of engines, tractors and stoves very busy. Farm implement plants were active and reported a shortage of labour and cars. Flour mills and other branches of the foods group were well employed. Woollen mills were busy, and manufacturers of underwear were short of woman help. The Brantford Cordage Company reported a demand for unskilled labour. Newspaper and job printing establishments and paper box companies were busy, and sash, door and planing mills were well employed. The Brandon Shoe Company was active, and varnish and starch factories had a good month. Steam railways had difficulty in operating on account of weather conditions, and the street and electric railways had to curtail their services owing to shortage of hydro power.

Kitchener reported manufacturers of engines and threshers steadily employed and the clock works and bicycle factory busy. Machinists were well employed, and a number of jobs were open. Flour mills and abattoirs and biscuit and candy factories were well employed. Employees of one cigar factory were laid off owing to shortage of stock, but others were busy. Breweries were quiet, but distilleries were active, with a demand for help in bottling departments. Hosiery and felt factories were busy, the twine factory was active, and there was a demand for woman help in shirt and collar factories. Help was also required in button and glove factories. Furniture and chair factories were working full time and interior hardwood factories were very busy; the piano and organ factory was running full time, and a woodenware and toy factory was obliged to close down for want of coal. Tanneries were well employed with a demand for more men; some boot and shoe factories were fairly busy and others were active; trunk and bag factories reported a shortage of trunk makers. Rubber footwear factories were very busy. Marble and monument works were steadily employed, but manufacturers of brick, tile and sewer pipe were not very busy.

Guelph reported iron foundries and machine shops active. Flour and feed mills were running to capacity, and cotton spinning mills and knitting factories were very active; linen mills reported a shortage of women weavers, and steam laundries were short of help. Sash, door and planing mills were quiet, but piano makers had a steady month.

Stratford reported iron working industries steadily employed and flour mills, meat packing houses and bakeries active. Woollen and knitting factories were very busy, some factories running night shifts. Furniture and chair factories were working steadily.

Woodstock reported the supply of labour in wagon factories equal to the demand, but that in stove and furnace foundries there was a constant demand for moulders, mounters and finishers. In printing establishments there was a demand for job hands, and furniture and piano and organ factories reported a demand for skilled men.

London reported rolling mills busy but short of material. Flour and cereal mills were active and biscuit and candy factories were very busy. Cigarmakers were fully employed and extra help was taken on in hosiery factories. All branches of the printing, publishing and paper goods group were busy, and planing mills, wooden box factories and the Sherlock-Manning Piano and Organ Company were busy. Tanneries and shoe factories were well employed, and stone cutting yards and the Hobbs Plate Glass Company were active. Railway transportation was seriously interrupted for several days by heavy snow storms and work in clearing the lines required several thousand men. Several trains in the district were cancelled by order of the railway commission and the number of train crews was reduced. Owing to shortage of hydro power the street railway company took off eight cars, which left 32 men out of employment temporarily.

St. Thomas reported the Canadian Iron Corporation very busy, though some difficulty was experienced in getting coke and material owing to railroad congestion. The Dominion Brake Shoe Company reported business normal, but at the Norsworthy Foundry Company business was quieter. The Erie Iron Works reported business brisk. The St. Thomas Meat Packing Company reported employment satisfactory and a full staff was employed at the Monarch Knitting Company. Employment in newspaper and job printing offices was well maintained. The Just Wright Shoe Company reported working forces below normal. Railway traffic men were busy and employees of the Michigan Central and Pere Marquette shops were well employed.

Chatham reported all foundries and machine shops fairly active. The automobile factory laid off a number of hands for a short time owing to a shortage of material. Flour mills were working 18 hours a day, but were compelled to close down occasionally owing to lack of fuel and cars. The Dominion Sugar Company finished work on the 1917 crop of beets and laid off between 350 and 400 hands, most of them, however, only temporarily. Woollen mills were working overtime, box factories were active, and cement and tile works were fully employed. The radial electric line was compelled to abandon the southern portion of its route on account of snowfalls and later to give up all traffic owing to lack of coal.

Windsor reported steel works fairly busy and men were in demand at the Trussed Concrete and Steel Company. Automobile factories were fairly busy, but had no demand for men. Machine shops were busy. The flour mill had ceased operations, but the Postum cereal works were active. Candy manufacturers were busy, but creameries and dairies were quieter owing to difficulty in making deliveries on account of rough weather. Cigar manufacturers required woman help, but breweries and distilleries were very quiet. The shirt factory was busy, but some clothing factories laid off their working forces for several weeks on account of stock-taking and coal shortage. Steam laundries and dyeing and cleaning establishments were very busy. Newspaper and job printing offices were active, and planing mills were working full time. Manufacturers of paints and varnish were quiet and had difficulty in securing materials. Manufacturers of soaps, extracts and drugs were well employed. The hydro-electric system cut off half the street lighting and the gas works were endeavouring to shut off fuel from the large manufacturers in order to furnish a sufficient supply to householders. Steam and street railways were blocked for several days by stormy weather. Work was commenced on the docks of the steel corporation's plant at Ojibway and a large force of men was employed.

Owen Sound reported normal conditions in the metal industries, skilled mechanics scarce, but unskilled labour fairly plentiful. Furniture factories continued normally employed.

Orillia reported the stove works

handicapped by a lack of moulders, but the agricultural implement plant working almost to capacity. The tannery had a good month. The molybdenum smelter was closed down but was expected to resume operations in the near future.

Cobalt reported silver mines active and an increase in bullion shipments. Gold mines at Porcupine and Kirkland Lake were progressing steadily, with the exception of the Dome and Porcupine Crown, the mine and mill at the Dome mine having been closed down indefinitely.

Shipyards at Port Arthur and the car works and foundry at Fort William were busy, and in machine shops there was a demand for men. The pulp mill was expected to commence operations in February, and farmers were active cutting and supplying pulpwood. Considerable prospecting for iron, copper and molybdenite was being carried on. The elevators at Port Arthur and Fort William were employing fewer men, but men laid off were readily absorbed in other industries.

Manitoba

Winnipeg reported manufacturers of rolling mill products fairly well employed; confectioneries fairly busy, though some help was released and vegetable canneries fairly well employed. Bag manufacturers were well employed and knitting companies reported an increase in the number of working forces. Clothing establishments and laundries were fairly active. Shirt factories reported some falling off in employment, but glove makers and furriers were busy. Newspaper and job printers were well employed, and in binderies there was a demand for experienced help; paper box factories reported business normal.

Brandon reported manufacturers of agricultural implements busy, flour mills and breweries active, but cigar factories dull. Newspaper and job printing offices were active. Tanneries were fairly busy, and manufacturers of trunks and harness were active.

Saskatchewan

Regina reported flour mills operating 24 hours a day, but the abattoir was quiet, supplies being limited. Newspaper and job printing offices were working full time and help was in demand in binderies. The oil works and soap factory were busy. Steam railways were active, though some crews were taken off from freight service.

Moose Jaw reported flour mills busy. Newspaper and job printing houses reported an improvement in business over the same month in 1917. Sash and door factories were idle.

Prince Albert reported flour mills running full time, the abattoir quiet, and sash, door and planing mills dull. Fair railway shipments were reported, but traffic was interrupted by continued cold weather. Lumbering camps were very busy, though the cut was not expected to be quite as large as that of last season. Lake fishing was hampered by unusually severe weather.

Alberta

Medicine Hat reported rolling mills and other metal working establishments fairly active and flour mills running day and night. The printing group continued fairly busy. Planing mills and brick and tile works were somewhat quiet, though the stoneware industry was fairly active.

Lethbridge reported flour mills busy and sash and planing mills active. Coal mines were very busy, but not working to capacity owing to a shortage of men.

Calgary reported iron works fully employed. At the Ogden Locomotive shop, although there was plenty of work ahead, the hours were reduced from nine to eight a day. Flour mills were running day and night shifts; abattoirs and meat packing houses were fully employed and cigar factories reported business good. Breweries and distilleries and soft drink establishments were also well employed. In newspaper and job printing offices employment was good. Trunk, bag and harness makers were active. Railways

were active with freight and coal shipments. The coal mines of the district were working at full capacity, although outputs were delayed by lack of cars. The demand for men in lumber camps and sawmills continued.

Edmonton reported the Edmonton Iron and Machinery Company quiet. The Swift Canadian House Packing Company reported trade good and the Great Western Garment Company added 20 employees to its pay-roll. Newspaper offices continued active, but job printing was only fair.

British Columbia

Fernie reported sash and door factories quiet, but planing mills operating to capacity. Railway employment, owing to the falling off of import shipments usual during January, showed a decline. Reports received from the various mineral mining camps indicated a fairly satisfactory resumption of activity following the re-opening of the Consolidated Mining and Smelting Company's smelter at Trail. Coal mines in the district were being worked at capacity of the labour available and coke ovens were operating steadily.

Normal conditions had not yet been resumed at the Trail smelter, about 1,100 men being engaged, most of the others formerly employed having left for the coast cities and Vancouver Island. The smelter had two copper and two lead furnaces running and all departments of the smelting and refining branch were operating. The Rossland mines were working steadily, but there was a shortage of men, some of the old miners having left during the Trail strike. The completion of the Trail sewerage system caused about 40 men to be laid off, but these men were expected to be absorbed in lumbering.

Vancouver reported activity on stationary and portable engines and in boat and shipbuilding yards. Flour, feed and cereal mills were busy, and the sugar refinery and meat packing houses were running steadily. Fruit and vegetable canneries and evaporators were quiet. A number of women employees of cigar factories were laid off, but tent, awning and sail manufacturers were working to capacity, and the ready-made clothing trades reported the season opening briskly. Overall and shirtmaking establishments were not running full time. Pulp and paper mills on the coast were very busy, and newspaper printing was fairly active; job work was quiet. Sash, door and planing mills and wooden box factories were busy, and boot and shoe workers had a good month. 'Longshore work was fairly busy, and saw and shingle mills were active. There was some halibut fishing, but, owing to rough weather, catches were only fair.

New Westminster reported shipyards fully employed and machine shops very busy. The meat packing plant and vegetable evaporating factory were working full time, but cigar factories were nearly all idle. The sash and door factory was normally employed, and box factories were busy. The tannery was working to full capacity. Employment on street and electric railways was good except in track repair work, where men were being laid off. Railway repair shops were working steadily. Sawmills were very busy; one of the larger mills started to work two shifts in order to keep up with orders for ship timbers. Nearly all shingle mills were working to full capacity.

Nanaimo reported the local foundry working steadily, but not to capacity. Cigarmakers were quiet and breweries in the city and district were practically closed down. Sash and door factories were working steadily. Quartz mining was quiet, but coal mines were active. The Granby Smelting Company was making preparations to open up some new coal mines in the district from which to obtain coke for its smelters. Much time was lost in logging camps owing to wet weather. Sawmills worked steadily, but shingle mills were quieter.

Victoria reported iron shipyards and foundries steadily employed manufacturing boilers, winches, etc., for wooden ships. Marine repair work was also

brisk. Wooden shipbuilding yards were working at full capacity, about 1,400 men being employed. The local stove foundry was busy; shirt and overall factories were steadily employed, and all branches of the printing industry were busy. The wooden box factory and the paint and soap factory were active. Coast navigation was seasonally quiet, but 'longshore work was fairly good. Logging camps were working to capacity. The Victoria Whaling Company was building a cannery on the west coast of Vancouver Island for the canning of whale meat, the first of its kind on the Pacific Coast. The output of coal at the Vancouver Island mines for 1917 was 1,698,235 tons, the largest in the history of the industry.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING JANUARY, 1918

DURING the month of January two applications were received in the Department for the establishment of Boards of Conciliation and Investigation, one from machinists, boilermakers and blacksmiths employed on the lines of the Grand Trunk Railway system in Canada, and the other from conductors, trainmen and yardmen employed on the eastern lines of the Canadian Northern Railway and the Halifax and South Western Railway. In the former case a Board was established, and in the latter the dispute was referred by joint request of the parties concerned to the Board established in connection with a dispute on the western lines of the Canadian Northern Railway and affecting the same class of workers.

Reports appear in this issue of Boards which dealt with the following disputes: (1) Michigan Central Railroad Company and passenger men, baggagemen, flagmen and brakemen; (2) Port Arthur Shipbuilding Company, Limited, and boilermakers, etc.; (3) Corporation of Edmonton and firemen; and (4) Canadian Northern Railway Company and maintenance of way employees on western lines.

Settlements were reported in connection with two applications which the Department had dealt with during previous months.

Applications Received

On January 8, an application for a Board was received from certain employees of the Grand Trunk Railway System in Canada, being machinists, boilermakers and blacksmiths, members of the International Association of Machinists, the International Brotherhood of Boilermakers and Helpers, and the International Brotherhood of Blacksmiths and Helpers respectively. The dispute, it was stated, grew out of the employees' demand for a schedule of rules and rates of pay, copy of which schedule was appended to the application. Thirteen hundred employees were said to be directly affected by this dispute. A Board was established by the Minister on January 16 and was constituted as follows: His Honour Judge J. G. Wallace, Woodstock, Ont., chairman, appointed by the Minister in the absence of any joint recommendation from the other Board members: Mr. R. Patterson, Stratford, Ont., company's nominee; and Mr. Fred Bancroft, Toronto, employees' nominee. Whilst the Board was in process of constitution, efforts were made to settle the dispute by direct negotiations, which, however, proved unsuccessful.

On January 23, an application for a Board was received from certain employees on the eastern lines of the Canadian Northern Railway and the Halifax and South Western Railway, being conductors, trainmen and yardmen, mem-

bers of the Order of Railway Conductors and the Brotherhood of Railroad Trainmen respectively. The number affected was given in the application as 650 directly and 1,400 indirectly. The application stated that the dispute related to the employees' demands for increased wages, shorter hours, and a revision of the conditions of employment. Both parties concerned requested that this dispute be referred to the Board which had been appointed to deal with a dispute affecting similar classes of employees on the western lines of the Canadian Northern Railway, the personnel of the Board being as follows: the Honourable Mr. Chief Justice T. G. Mathers, Winnipeg, chairman, appointed by the Minister in the absence of a joint recommendation from the other Board members; Mr. C. E. Dafoe, Winnipeg, company's nominee; and Mr. T. J. Murray, Winnipeg, employees' nominee. Under date of February 4 an order was issued by the Minister authorizing the above Board to deal also with the dispute on the eastern lines of the Canadian Northern Railway and the Halifax and South Western Railway.

Other Proceedings under Act

It has been reported to the Department that a satisfactory understanding has been arrived at in connection with the dispute affecting the steam shovel and excavation workers employed by the Canadian Northern Railway on lines west of Port Arthur, members of the International Brotherhood of Steam Shovel and Dredge Men. An application for a Board had been received, but as a result of representations made to the Minister it was thought that the necessities of the situation might be met by an informal investigation. The services of Messrs. E. L. Taylor and D. Campbell, both of Winnipeg, were secured for this purpose.

Reference has been made in the December, 1917, number of the *Labour Gazette* to an application which was received from the carpenters and joiners employed by the Ontario Hydro Electric Commission on the power canal development work at Niagara Falls and district, a number of the employees concerned being members of Frontier District Council of Carpenters and Joiners of America. The dispute was said to affect 32 employees directly and 22 indirectly and resulted from a demand for the conditions established in the district by the union. The employer being a Commission acting under the authority of the Government of the province of Ontario, it was not clear that the dispute fell within the scope of the statute. Correspondence with the Hydro Electric authorities was, however, continuing at the close of the month with a view to arranging the points at issue.

Report of Board in Dispute between the Michigan Central Railroad Company and certain Employees, being Passenger Men, Baggagemen, Flagmen, and Brakemen

THE Minister received during December the report of the Board which had been appointed to inquire into a wages dispute affecting certain employees of the Michigan Central Railroad Company, being passenger men, baggagemen, flagmen and brakemen, members of the Brotherhood of Railroad Trainmen. A minority report was also received. The application, which was made by the employees, stated that the dispute had grown out of demands for the scale of wages in effect on the eastern lines of the Canadian Pacific Railway, the number affected being given as 340 directly and 1,100 indirectly. The Board established in this matter consisted of Messrs. H. T. Malcolmson, Hamilton, and James Murdock, Toronto, appointed on the recommendation of the company and the employees respectively, and His Honour Judge J. G. Wallace, Wood-

stock, Ont., appointed by the Minister in the absence of any joint recommendation from Messrs. Malcolmson and Murdock.

The report is signed by the chairman and Mr. Murdock. Recommendations are made therein for certain increases to take effect on August 1, 1917. Mr. Malcolmson, the company's nominee on the Board, did not concur in the findings and submitted a minority report. The award was declared acceptable to the employees concerned. The Department was later informed by the company that a conference had been held at which the matters in dispute had been adjusted to the satisfaction of the employees.

Majority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Michigan Central Railroad Company (employer) and certain of its employees, being passenger men, baggagemen, flagmen and brakemen, members of the Brotherhood of Railroad Trainmen (employees).

To the Honourable T. W. Crothers, Esq., K.C.,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation appointed with reference to this matter has the honour to report as follows:

The members of the Board met for the first time at the city of St. Thomas on November 26, 1917, at 1 p.m., and after each member had taken the prescribed oath of office, proceeded to endeavour to effect an amicable settlement between the parties.

The Board was unable to bring the parties to any agreement and proceeded with the hearing.

The men were represented by Mr. W. J. Babe and Mr. George Fullaway, and the company was represented by Mr. John G. Walber, Mr. Henry Shearer (general superintendent), Mr. James Balkwill (divisional superintendent), and Mr. J. W. Fry (special representative).

The men requested changes in rates as follows:

	Present rate. cents.	Requested rate cents.
Baggagemen	1 65 per mile	2.00 per mile
Brakemen	1.60 per mile	1.89 per mile

MINIMUM DAILY RATES

Baggagemen	$2 75 per day.	$3.10 per day.
Brakemen	2.55 per day.	2.93 per day.

MINIMUM MONTHLY RATES

	Present rate	Requested rate
Baggagemen	$82.50 per month.	$93.00 per month.
Brakemen	76.50 per month.	88.00 per month.

Before this Board, Mr. Babe, for the men, asked that the increase take effect from the first of April, 1917, his letter to Mr. Shearer asking for this increase, however, is dated the second day of July, 1917.

The number of men involved in this application is about 70, and it was claimed by the men that they had received no increase in wage rates since 1913.

The company contended that under the settlement awarded by the Committee of the Council of National Defence, bearing date March 19, 1917, that the men were not entitled to any increased compensation until the thirty-first day of December, 1917.

The position taken by the men with reference to this settlement was that the said settlement did not prevent the men in the passenger service asking for increased pay at any time after the said settlement.

A great many documents were filed with the Board, including a typewritten statement put in by Mr. John G. Walber, consisting of 21 typewritten pages, and the exhibits referred to in the said document are all before the Board. The Board discussed with the representatives for the company and the men the documents which were filed before the Board all of Monday afternoon and all of Tuesday, the twenty-seventh instant, and the evidence to be put before the Board was closed on Tuesday with exception of exhibits "P" and "Q," which were put in on Wednesday with some statements by Mr. Fry and Mr. Babe.

On Wednesday and Thursday, the twenty-eighth and twenty-ninth instant, the members of the Board discussed the matter fully, but were unable to come to any unanimous decision. The members of the Board met again to-day in the Court House in Woodstock and they are still unable to come to any unanimous decision as to what should be recommended.

The chairman of the Board decided as between the parties that the settlement of the nineteenth of March, 1917, above referred to, does not prevent the men from making the claim which is before this Board, and the representative of the men on the Board, Mr. James Murdock, agrees with the chairman on that point.

On the question of the date at which any increase should be given, the company contends that it should not be prior to the thirty-first day of December, 1917. Owing to the fact that in previous schedules it was provided that any change must be upon 30 days' notice, the chairman decided that as the application for increased pay was not made by Mr. Babe until the second day of July, 1917, that no increase should be effective until the first of August, 1917, and Mr. Murdock has agreed to this position taken by the chairman.

The chairman and Mr. Murdock have agreed to recommend an increase in the wages of these men to be fixed on a percentage basis as shown in the company's exhibit "Q" as follows:

For baggagemen, 19.88 per cent increase, and for brakemen, 18 per cent increase, and that the men should be paid on this basis since the first day of August, 1917, and until this increase is superseded by any new arrangement between the men and the railroad company under a new movement which this Board understands is about to be launched.

Dated at Woodstock, this thirtieth day of November, A.D. 1917.

(Sgd.) J. G. WALLACE,
Chairman of Board.
(Sgd.) JAMES MURDOCK,
Member of Board.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and a dispute between the Michigan Central Railroad Company (employer) and certain of its employees, being passenger men, baggagemen, flagmen and brakemen, members of the Brotherhood of Railroad Trainmen (employees).

To the Honourable T. W. Crothers, Esq., K.C.,
Minister of Labour,
Ottawa, Canada.

Being unable to concur in the majority award of the Board on this subject, I respectfully present the following minority report:

The application of the employees was for rates of pay prevailing on a number of Canadian roads and by comparing the percentage increase requested with that awarded by the Board, it will immediately be seen that the awarded increase of 19.88 per cent for baggagemen and 18 per cent for brakemen is inconsistent with the demands, and instead of securing uniformity in Canadian rates, it will create new rates entirely at variance with, and much in excess of, the so-called Canadian standards of minimum daily and monthly allowances, and the difference created is intensified under the American rules governing payment of overtime in passenger service provided for in the schedule of the M.C.R.R., as compared with the overtime rules in schedules of all other railroads operating in Canada.

The following is a statement of the existing rates of pay of M.C.R.R. passenger trainmen, the rates requested, the percentage increase represented by such request and the percentage increase granted by the award:

MILEAGE BASIS

	Present Rate	Requested Rate	Percentage of increase requested	Percentage of increase awarded
Baggagemen.....	1.65c.	2.00c.	21.2%	19.88%
Brakemen.....	1.60c.	1.89c.	18.1	18

MINIMUM DAILY ALLOWANCE, 155 MILES

	Present Rate	Requested Rate	Percentage of increase requested	Percentage of increase awarded
Baggagemen.....	$2.75	$3.10	12.7%	19.88%
Brakemen.....	2.55	2.93	14.9	18
MONTHLY MINIMUM				
Baggagemen....	$82.50	$93.00	12.7%	19.88%
Brakemen.....	76.50	88.00	15	18

While it is a fact that the preponderance of passenger service on the M.C.R.R. comes under the mileage basis of settlement, it will be seen that for the short or so-called turn-around runs, which come within the monthly minimum basis of settlement, the award of the Board is out of all proportion to the request of the employees, and, if adopted, would create a serious disturbance of rates on other Canadian lines.

To my mind the railroad company presented evidence which proved the existence of a contract binding alike upon the company and the employees at least until November 30, 1917, if not until December 31, 1917. In connection with the establishment of the so-called eight hour day and the passage of the Adamson Law in the United States, it was shown by exhibits filed with this Board:

1. That the employees of the M.C.R.R. demanded that the Conference Committee representing the railroad in those negotiations should represent the M.C.R.R. as a unit, including its lines in Canada. The Conference Committee was accordingly authorized by the M.C.R.R. to represent all of its lines. These negotiations were concluded after the United States government had intervened, and a settlement was reached through the Committee of the Council of National Defence (U.S.A.) on March 19, 1917, at which time it was also agreed between the labour organizations and the National Conference Committee of the Railroads that all differences arising out of the settlement should be decided by "a standing Commission of eight, four to be chosen by the National Conference Committee of the Railroads and four by the Railroad Brotherhoods."

2. That the Adamson Law referred to created the so-called eight hour day and fixed the rates of pay thereunder in passenger service as well as all other classes of service for a period of 11 months ending November 30, 1917. This law was later sustained by the decision of the Supreme Court of the United States, a copy of such decision being submitted to this Board.

3. In addition, one of the company's witnesses made the following positive statement: "As a member of the Commission of eight, I "can state that the subject of the duration of "the award of the Committee of the Council

"of National Defence and the decisions of the "Commission was discussed a number of times, "and it was recognized by all members of the "Commission that the usual understandings "under which the managements and the repre-"sentatives of the employees had been working "for years, viz., that any settlements reached "shall be in effect for a year, and thereafter "subject to the usual 30 days' notice, was not "changed in any way and was still in force." The employees are represented on the Commission of eight above referred to by a vice-president of their organization.

Exception is also taken to the effective date of the award (August 1, 1917) and the very indefinite period during which the proposed settlement should continue in effect.

Dated at Hamilton, this third day of December, A.D. 1917.

(Sgd.) H. T. MALCOLMSON,
Member of Board.

Port Arthur Shipbuilding Company, Limited, and Employees, being Boilermakers, etc.

THE Minister received early in January the report of the Board which had dealt with this dispute. The Board was constituted as follows: Alderman Wm. Marrigan, Port Arthur, recommended by the company; Mr. Wm. N. Welsh, Fort William, recommended by the employees, and Mr. Frederick Urry, Port Arthur, chairman, appointed on the joint recommendation of Messrs. Marrigan and Welsh.

The Board held its first meeting, by mutual consent, on November 6, and the above named members subscribed and took the oath of office.

The matter in dispute for the investigation of the Board was the case of the dismissal or the leaving of the work by Louis J. Romain, a boilermaker, and president of Local Lodge 461, the union claiming that he had been discriminated against as a union man and should be reinstated, while the company contended that he had left work on his own account, and while refusing to reinstate him, decided to accept the decision of the Board after a thorough investigation into the facts of the case. The union also presented a schedule for increased rates of pay, a shorter work-day, better workshop conditions regarding sanitary affairs and heating of the shops, etc.

Owing to the illness of Mr. Marrigan, that gentleman resigned from the Board on November 19, and Mr. D. W. Davies, Fort William, was, on the company's recommendation, appointed as a substitute.

The findings of the Board were signed by the chairman and Mr. Davies, Mr. Welsh submitting a minority report.

The Board classified the points in dispute as follows: (1) the necessity for an agreement; (2) the desirability of a shorter workday; (3) sanitary and workshop conditions; (4) the rise in the cost of living; (5) industrial problems relating to apprenticeship, classification of work, piece work difficulties, etc.; (6) increase in rates of pay; (7) recommendations for dealing with these problems.

1. The Necessity of an Agreement.—On the question of an agreement, it is pointed out that on evidence submitted to the Board there were in November, 1917, 1,187 men and boys on the payroll of the company, made up of 28 different nationalities. Out of these 1,187 workmen, 596 men and boys were employed in the boiler shop, ship rigging gang and ship yard. "The union," the Board states, "at that time claimed a membership of 185 in the Local Lodge of Boilermakers, Iron Shipbuilders and Helpers, less than one-third of the total number of men working at the industry and eligible to join the union, if they so wished, and of these 185 only 59 voted in favour of asking an agreement according to the records of the union minute book produced for the inspection of the Board on November 26."

The Board remarks that the union officials were not well advised to ask for an agreement, the terms of which had only been agreed upon by less than a third of the workers in that particular branch,

while less than one-third of that number voted in favour of its presentation for consideration by a Board of Investigation. "Two-thirds of the men were not," says the Board, "in the union." Of those in the union, less than one-third thought it right to submit the question for consideration, therefore we have the vote of 59 men deciding the action of 185 men, and if the company should sign an agreement with the union what guarantee is there that the union could keep the men employed loyal to the terms of the agreement? The answer to this has been that the International is behind the Local Lodge, but with over 400 men and boys outside the union, how could the International control them? And if it were possible for a minority to gain higher rates of pay for the majority, what inducement would there be for the majority to join a union?

"We cannot see our way to advise the signing of such an agreement, as we believe it would be prejudicial in the best interests of the men as well as the company, and for other economic reasons dealt with under other clauses of this report, which will show on what grounds we can conceive a good and workable agreement could be arrived at."

2. The Desirability of a Shorter Work-day.—"This question," says the Board, "has received much attention during the past few years, and all who have had to do with industry and have studied the effects of long hours of labour, confess that the shorter work-day is the most economic and efficient form of service."

It was not, however, urges the report, in the present case clear if the effect of a reduction would be to decrease the labour of the day, or to increase the number of overtime hours paid for at the rate of time and a half. Evidence submitted did not indicate, the Board held, that the members of the union would welcome a nine hour day with all chance of time and a half and double time pay entirely eliminated. On the other hand, evidence showed "that men in the union had come to the Port Arthur Shipbuilding Plant to make as much overtime as possible."

3. Sanitary and Workshop Conditions.—The findings of the Board on this point are as follows:

"The general manager of the company has stated to the Board that the company has spent the sum of $9,100.00 this year in heating the workshops, that the whole of the sanitary conveniences have been pulled down this summer and new buildings erected with more accommodation, and in this respect the conditions laid down by the Ontario Factory Act are more than fulfilled.

"Unfortunately, there is no sewerage system for the site or anywhere near it, so that the most modern conveniences cannot be installed; however, all that can be done, the manager states, is being done.

"At the present time there is being erected a building to be used as a lunch room for the men of the shipyard. The material for this was ordered last summer and the site selected, but the press of work before navigation closed and the shortage of men compelled its construction to be postponed until this time.

"This work is therefore being looked after and was projected, according to the evidence placed before the Board, before the general manager had any knowledge that it would be brought forward as a clause in a proposed agreement."

4. The Rise in the Cost of Living.—On this point the Board remarks:

"We find on the evidence submitted that the advance made since the ninth of April, 1917, in the wage rates of all employees at the shipbuilding plant has been in proportion to the increase in the cost of living in the city of Port Arthur and that these increases compare very favourably with increases made during the same period in the district in other industries."

5. Industrial Problems Relating to Apprenticeship, etc.—The Board finds

that the union proposition of one apprentice to every five boilermakers is considered by the company as a very fair proportion, and this rule should be carried out; also, "the excessive classification of work, making specialists of men for one small branch of the work, should be eliminated; chance should be given to all men to become all-round tradesmen."

The Board discusses at some length the relative merits of piece work and straight time and observes in conclusion: "A living wage fixed on the maximum of an eight or nine hour day would be a desirable condition for the industrial workers of Canada, we believe, but that condition can only prevail by the institution of some system of settlement which we venture to outline in our recommendations."

6. Increase in Rates of Pay.—Various wage scales came before the Board which, after a careful analysis of the figures, remarks: "Taking the shipyard rates of pay and the large railway centres of all parts of the United States of America and Canada, including the Skinner and Eddie yard at Seattle, the Vancouver, Victoria, Puget Sound and Mare Island shipyards on the Pacific coast, and New York, Boston, Philadelphia, Norfolk, New Orleans and Charleston shipyards on the east and south coasts of the United States of America and the whole of the Lake shipyards of Canada, together with rates paid in the railway shops to boilermakers on the Canadian Pacific Railway and Canadian Northern Railway at Fort William and Port Arthur and in the railway shops of Chicago, Minneapolis, St. Paul, etc., we have the average prices paid for the different classifications of work in comparison with the prices paid at Port Arthur Shipbuilding Plant.

"We append three tables of these average prices; the first taking in all the centres named; the second taking in all centres except the shipyards on the Pacific coast at Seattle, Vancouver, Victoria, Puget Sound and Mare Island; the third, taking the Canadian shipyards under contract with the Department of Ship Construction for building ships for the Imperial Government and working under similar conditions to the Port Arthur shipyard and the boiler shops of the Canadian Pacific Railway and Canadian Northern Railway at Port Arthur and Fort William.

TABLE No. 1.

Workers	Average Wages all Yards Pacific to Atlantic and Lakes	Average wages Port Arthur Yard
Layer out	61c per hour	43c per hour
Flanger	58 "	68¼ "
Boilermaker	58¾ "	55 "
Ship fitter	50 "	42 "
Riveter	44 "	43 "
Chippers & caulkers	54½ "	42 "
Press, punch shop	42½ "	42 "
Welders	51 "	52½ "
Drillers & tappers	35½ "	36¾ "
Punch and shear	44½ "	44¾ "
Counter sinkers	48 "	39¼ "
Drillers & reamers	37½ "	36¾ "
Holders on	37½ "	39¼ "
Riggers	49½ "	39¼ "
Rivet heaters	24¼ "	31¼ "
Boilermakers' helpers	37¼ "	36¾ "
General helpers	32½ "	35¼ "

"In this table Port Arthur prices are above the average for the whole continent in eight instances out of 17.

TABLE No. 2.

Workers	Average Wages all Yards except Pacific Coast	Average Wages Port Arthur
Layers out	52½c per hour	43c per hour
Flangers	54½ "	68¼ "
Boilermakers	44 "	55 "
Ship fitters	46 "	42 "
Rivetters	39½ "	43 "
Chippers' & caulkers	43 "	42 "
Press, punch shop	42½ "	42 "
Welders	48 "	52½ "
Drillers and tappers	35½ "	36¾ "
Punch and shear	41 "	44¾ "
Counter sinkers	38¼ "	39¼ "
Drillers & reamers	34½ "	36¾ "
Holders on	34 "	39¼ "
Riggers	43 "	39¼ "
Rivet heaters	22½ "	31¼ "
Boilermakers' helpers	35 "	36¾ "
General helpers	29½ "	35¼ "

"In this table Port Arthur prices are above the average in 12 instances out of 17.

TABLE No. 3.

Workers	Average wages all Lake Yards, C.P.R. and C.N.R. Fort William and Port Arthur	Average wages Port Arthur
Layers out	50¼c per hour	43c per hour
Flangers	49½ "	68¼ "
Boilermakers	50½ "	55 "
Ship fitters	39 "	42 "
Riveters	39½ "	43 "
Chippers & caulkers	40¼ "	42 "
Press, punch shop	45 "	42 "
Welders, not given in Yards C.P.R.	44 "	52½ "
Drillers and tappers	35 "	36¾ "
Punch and shear, not given in yards	41½ "	44¾ "
	C.P.R.	
Counter sinkers, not given	.....	39¼ "
Drillers and reamers	33 "	36¾ "
Holders on	34 "	39¼ "
Riggers, not given	.....	39¼ "
Heaters	23¼ "	31¼ "
Boilermakers' helpers	35½ "	36¾ "
General helpers	30 "	35¼ "

"In this table Port Arthur prices are above the average in 15 instances out of 17.

"Note.—The 5 per cent increase bonus granted on October 15 to all workers at the Port Arthur Shipbuilding Company's work is added to above average prices.

"The rates of pay in the Port Arthur yard in nearly all the classifications mentioned are graded in three rates rising in steps of 2½ cents per hour, for example—boilermakers are 50 cents, 52½ cents and 55 cents, or, with the 5 per cent bonus, 52½ cents, 55 cents and 57½ cents.

"We have in all cases taken the middle rate as the average.

"The union men object to this method and ask for a flat rate for each classification, such flat rate to be an advance of the present highest rates.

"The company claims that many of the men seek work in the yard without any previous experience. They are trained in the work and advance from common labourers or helpers in many instances to skilled mechanics and are paid as they become skilful in the branch of work they are following."

The Board's conclusions on this point are as follows:

"We find that the rates of pay, with time and half for overtime and double time for Sundays, holidays and night work after midnight and the hours of labour worked, are according to the conditions generally prevailing in this district and the wages paid above the average. We find that only 59 of the men in the whole plant voted in favour of the presentation for an agreement and increased wages; that there has been no general demand on the part of the majority of the workers for increase in wages; that the increase advanced by the company on October 15 was voluntary; that there has been no discrimination by the company against union men; that the manager has been willing to meet committees of the men and discuss grievances with them at any time when appointments have been made.

"The average rate of wages at the Port Arthur Plant compares very favourably with the average rates prevailing throughout Canada and the United States of America, and we believe the analysis of average rates we have made needs no further comment, and we have therefore come to the conclusion that we should not be justified in recommending any increase in the rate of wages paid to their employees by the Port Arthur Shipbuilding Company at the present time."

7. Recommendations. — The Board made some general remarks as to the desirability of the establishment of an Adjustment Board in the shipbuilding industry, whose functions would include the regulation of wages, hours of labour, etc.

The Board presented no report with reference to the Romain case, but individual expressions of view were received from the three members, two against reinstatement, one, that of the employees' nominee, favouring reinstatement.

Minority Report

The text of Mr. Welsh's minority report and of the agreement recommended by him in this matter is as follows:

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Port Arthur Shipbuilding Company (employer) and its employees, being boilermakers, rivetters, helpers and others, members of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America.

To the Honourable T. W. Crothers,
Minister of Labour,
Ottawa, Ontario.

Sir,—

In weighing the merits of this dispute, cognizance must be given to the fact that the work over which the dispute has arisen is of the highest national importance and that the award must be of such a character that the danger of jeopardizing the uninterrupted prosecution of the work will be reduced to a minimum; any award which fails to adjust the differences in question will place upon this Board the responsibility for the industrial friction that will inevitably arise.

In the general discussion which took place before the Board on the question of the agreement as presented, on only two points did there appear to be any insurmountable difficulty in the way of bringing the parties to the dispute together; these points were, first: the question of signing an agreement as between the company and the union, and, second, the wage scale.

The union presented the following evidence supporting their demand for an agreement and also that they are a responsible body capable of fulfilling any agreement entered into.

First: This union, along with other of the metal trades unions, has signed agreements with the U. S. Government in the navy yards on the Pacific and Atlantic coasts.

Second: That it has signed agreements with all the shipyards in British Columbia and which are largely employed in the building of ships for the Imperial Munitions Board.

Third: That on September 1, 1917, it had approximately 215 signed agreements with various railroads, shipyards and boilershops in the United States and Canada, that these agreements have been added to since above date until there is now above 300.

Fourth: That the International organization is a party to all agreements and will not permit subordinate lodges to violate agreements under penalty of being ordered back to work, and, if refusing to obey such orders, are liable to have the financial support of the Grand Lodge withdrawn.

It might be further pointed out that in no instance, where there has been a signed agreement in effect, has the efforts of this organization to meet changing conditions resulted in a strike. All its strikes in both Canada and the United States have occurred where there was either no agreement or where an agreement had expired without prospect of a favourable renewal.

During the discussion on the question of signing an agreement, the only objection offered to it by the general manager of the company was that it was the settled policy of the company to run the plant to suit themselves, or, in other words, they wish to continue their policy of denying their employees any voice as to the conditions under which they may work.

In dealing with the question of an agreement, it must be borne in mind that the principle of collective bargaining, in the relations between employers and employees, must obtain to a greater degree than in past, if a proper industrial balance is to be maintained. But the precise point at which it becomes advisable for an organization to enter into negotiations to secure is not within the province of this Board to determine.

The union has at all times been unanimous on the question of presenting an agreement to the Port Arthur Shipbuilding Company, and at the mass meeting held on Nov. 6, at which nearly 500 men, union and non-union, were present, the men without a dissenting voice decided that an agreement regarding a schedule of wages was absolutely necessary to secure in the shipbuilding plant. The vote referred to in the majority report on Nov. the eighth and eleventh, respectively, was on the question of submitting that phase of the dispute to the Board which was then sitting on the Romain case. This mis-statement of the men's action appears a second time in clause 6 of the majority report.

In view of the evidence submitted by the organization supporting its responsibility in the matters of agreements and of the absolute lack of controverting on the part of the company, it is difficult to see wherein the principle of collective bargaining becomes detrimental to the best interests of all concerned.

Shorter work-days are part of the demands of all labour organizations, and I agree with the findings of the majority of the Board that a day of eight or nine hours with a wage in keeping with the cost of living is essential to the physical and social welfare of the workers. That the practice of overtime is not generally satisfactory is amply borne out in the statements by the general manager of the company showing that men were constantly sleeping on the work and that it was impossible to get the full number of employees to report for work daily, as high as 240 out of about 1,100 having failed to report in a single day, while a general average of about 10 per cent of the working force was absent daily. This same state of affairs existed in Great Britain recently, and the Commission which investigation the situation there recommended the abolition of overtime or its restriction to short periods to meet unexpected circumstances.

There is sufficient evidence that this union does not desire overtime in the fact that they have presented a scale of hours and wages that will enable them, in some measure, to meet the cost of living without working two days in one.

Sanitary and workshop conditions are in all probability no better and worse than in other industrial establishments, but there is a great deal to be done in this respect before the physical welfare of the workers can be said to be properly safeguarded. This clause is in the proposed agreement, not because it is a growing grievance, but because it is part of all standard agreements entered into by this organization.

On the question of piece work, the men are a unit in desiring its abolition and the introduction of a minimum flat scale of wages such as prevails on the Pacific coast and in the United States navy yards. The men prefer bit work to piece work only as the lesser of two evils. In only a comparatively small number of the 300 establishments with which this organization has working agreements does the piece work system prevail. I am in accord with the view of the majority of the Board that the excessive classification of work and piece work must be eliminated to insure proper industrial conditions.

With respect to the wage no evidence has in any way been produced by the company that it would suffer by conceding the proposed rates of pay; while it has advanced wages voluntarily and otherwise during the past summer, it is not shown nor is it claimed that such increase is commensurate with the increased cost of living as compared with the pre-war period. The cost of living has increased approximately 60 per cent, while on the company's own showing they have advanced wages but 35 per cent.

The argument that the company never has paid a dividend does not merit serious consideration for two reasons: first, until recently the plant was controlled by the American Shipbuilding Company and was used largely as an auxiliary yard effecting certain repairs and doing such new work as would enable it to collect the cash bonus guaranteed by the city of Port Arthur; second, the employees have only their labour with which to secure a livelihood and cannot be expected to bear the brunt of depression unless they have their just share of periods of prosperity.

It was shown by the evidence that the work of the yards is largely in connection with the Munition Board representing the Government, and as such is work of a public nature and workmen employed on such work should receive a fair compensation for their labour, which the workers concerned are not now receiving. In Vancouver and Victoria, under similar conditions, the rights of the workers have been recognized and have a workday of eight hours and an average of 9 cents per hour more than is being asked in Port Arthur, although there is practically no difference in the cost of living as between the two places.

I am unable to agree with the majority findings in clause 6. It is contradictory to the findings in clause 5, and, further, it is in direct contradiction to the majority findings as given in clause 7, which practically substantiates the contention of the men that an agreement is necessary to maintain settled industrial relations. I fully concur that the prolonging of unsatisfactory conditions will lead to industrial strife in the near future, but I cannot agree to recommend that the collective bargaining power of the organization be taken from them and placed in the hands of a Board clothed with feudal prerogative. This would result in the workers being reduced to a state of complete vassalage.

I therefore recommend that the demands of the employees, as contained in the appended agreement, be granted.

(Sgd.) Wm. N. Welsh,
Representative of the Employees.

Port Arthur, Ont., January 7, 1918.

Text of Agreement recommended by Mr. Welsh

Agreement between the Port Arthur Shipbuilding Company and their boilermakers, rivetters, holders-on, heaters, reamers, drillers, caulkers, punch-shopmen and helpers and others enumerated in the following wage scale, being members of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America.

Article 1.—This agreement shall become effective and shall remain in effect from month to month unless either party to this agreement desires a change, when 30 days' notice must be given.

Article 2.—Nine hours shall constitute a day's work, to be worked between the hours of 7 a.m. and 5 p.m., except on Saturdays when five hours will be worked between the hours of 7 a.m. and 12 n. for regular day men. Regular night men's hours shall be 10 hours per night, five night per week, for which 11 hours will be allowed per night. These hours to be worked between the hours of 7.30 p.m. and 6 a.m.

Article 3.—All time worked outside the bulletin hours shall be considered as overtime and paid for at the rate of time and one half on new work and double time on repair work. Double time shall be paid for all Sundays and the following holidays: New Year's, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving and Christmas. Should any of the above holidays fall on Sunday the day observed by the Dominion shall be considered as the holiday.

Article 4.—When reduction of force is necessary, before laying off the men, the hours must first be reduced to eight hours per day; five days per week; further reductions to be made by laying off men, seniority to govern in each department. The hours shall not be increased until all available employees laid off are given an opportunity of re-employment according to their previous seniority.

Article 5.—Such grievances as do not relate to the subject of hours and wages covered by this agreement and which may arise shall be given consideration as follows:

All grievances not satisfactorily adjusted by the foreman and committee from the men may be appealed to the next succeeding higher officer, until the president is reached. In no case will any employee be discriminated against for having acted on a committee in behalf of his fellow employees. When after investigation it is shown that an employee who has been discharged has been unjustly dealt with, he shall be paid for all time lost and be reinstated.

Article 6.—Employees who are required to do work that calls for a higher rate than that which they are receiving shall be paid said higher rate after being employed on such work more than one day.

Article 7.—Shops shall be kept in a clean and sanitary condition and shall be properly heated on cold days and a properly heated lunch room will be provided for men who work outside in cold weather.

Article 8.—Any man who has served an apprenticeship or has had four years' experience at the boilermakers' trade, and who by his skill and experience is qualified and capable of fitting up, laying out, flanging, rivetting, chipping, etc., shall be considered as a boilermaker.

All work such as laying out, fitting up, flanging, rivetting, patching, chipping, caulking, punching, shearing and rolling of any sheet iron or steel, 16 gage or heavier, that is used in the construction of any boilers, tanks, smokestacks, and the testing and tubing in connection with the same, shall be considered as boilermakers' work.

Men now in the employ of the company's boiler department and doing a part of the above work, and rated as specialist, will be continued on this class of work and given a chance to learn all parts of the trade, with an increase of 3 cents per hour at the end of each year until three years have been served, when they shall receive the boilermaker's rate. No more specialists to be started.

Article 9.—There shall be one apprentice for every five boilermakers, one half shall be taken from the ranks of the helpers, who have had at least two years' service with the company, they to be paid the regular helpers' rate for the first year's apprenticeship, with an increase of 3 cents per hour at the end of each year, until three years have been served, when at the end of that time, if retained in the company's service, shall be paid the boilermakers' rate.

Regular apprentices shall serve a term of four years and shall be paid 20 cents per hour for the first six months, with a two and a half cent increase every six months until his four years have been served, when, if retained in the service of the company, he shall receive the boilermakers' rate.

The following shall be the minimum rates of pay, with 5 cents additional for under foreman:

Layer-out	65 cents per hour.
Flange-turner	65 cents per hour.
Boilermakers	62 cents per hour.
Ship-fitters	62 cents per hour.
Riveters	62 cents per hour.
Chippers and caulkers	62 cents per hour.
Pressmen	55 cents per hour.
Acetylene burners and welders	62 cents per hour.
Driller and tapper	55 cents per hour.
Punch and shears	55 cents per hour.
Planermen and countersinkers	55 cents per hour.
Drillers and reamers	50 cents per hour.
Holders-on	50 cents per hour.
Tool-sharpener	50 cents per hour.
Riggers	50 cents per hour.
Plate hangers	45 cents per hour.
Rivet heaters	45 cents per hour.
Crane men	45 cents per hour.
Helpers, boilermakers	42 cents per hour.
Helpers on punch	42 cents per hour.
Helpers on general	40 cents per hour.
Helpers on ship fitters	30 cents per hour.
Helpers on plate hangers	40 cents per hour.

Signed for Company.....

Signed for men.....

Report of Board in Dispute between the Corporation of Edmonton and Firemen

ON January 15, the Minister received the report of the Board which was established on November 12 to deal with a dispute between the Corporation of Edmonton and firemen, members of Division No. 29, Fire Fighters' Federal Labour Union. The application emanated from the employees. The dispute, it was stated, affected 70 employees and grew out of the city's refusal to enter into an agreement providing for increased wages and improved working conditions. The report bears the signatures of all three members of the Board, namely: the Right Reverend H. A. Gray, Bishop of Edmonton, Edmonton, chairman, appointed by joint agreement of the other Board members; Mr. Wm. J. Carter, Edmonton, city's nominee, and Mr. Arthur Davis, Edmonton, employees' nominee.

The report states that the question of wages had been settled by the parties themselves before the Board met. Further conferences between the parties resulted in an agreement being reached as to terms of employment, which the Board recommended should be incorporated in

a by-law. Recommendations were made for the settlement of any outstanding differences.

Report of Board

To the Honourable Minister of Labour,
Ottawa.

Sir,—

In the matter of the Industrial Disputes Investigation Act, 1907, and *re* differences between the Corporation of Edmonton, Alberta, and its employees, being firemen, members of the Fire Fighters Federal Labour Union.

Your Board of Conciliation have the honour to report:

1. That pursuant to their appointment, a preliminary meeting was held December 6, 1917, and arrangements made to proceed on the following day, Dec. 7.

2. On December 7, when the Board met, the parties reported that the matter of wages referred to it had been satisfactorily adjusted. The Board then directed an adjournment for the purpose of allowing the parties to get together to see if some settlement of the whole matter could not be reached. The Board, after resuming its sittings (no settlement having been reached at this sitting) took evidence on the questions before it. The city contended that it was "ultra vires" for the city to enter into an agreement with the union, and any agreement so entered into would not be binding and unenforceable; that the terms of employment should be arranged and set out in a By-law and Rules and Regulations, but the employees contended that such an agreement was possible and binding, and stated that if the Board obtained the opinion of a solicitor, they would be bound by the award of the Board. Your Board obtained the opinion of an independent solicitor, without reference to either of the parties, and whose name was not divulged to either of the parties, and as that opinion suggested that the terms of employment should be put in the form of a By-law, your Board recommend that the terms of employment which were agreed upon should be incorporated in a By-law and Regulations to be enforced by the city. The representatives of the city agreed to recommend to the City Council the acceptance of the award in the event recommendation was so made. We therefore feel that this award will be carried out.

3. With regard to the terms of employment, representatives of the city and representatives of the men got together and agreed to certain regulations which were to be incorporated in an agreement, if an agreement were made, or a by-law if it were to be done in that manner, and other terms were to be set out in regulations governing the fire department. There were several points, however, which the parties could not agree upon and were left with the Board to make an award upon, namely:

(a) Whether the employees were to have one day off in four, or continue as at present, one day off in six.

(b) Whether or not the merit system of punishment for offences should be put in force.

With reference to the difference (a) first above mentioned, your Board is of the opinion that the firemen are entitled to one day off in four.

With reference to question (b) above mentioned, your Board is of the opinion that the time is not yet ripe for putting in force of the merit system.

Your Board is therefore of the opinion that Rules and Regulations as agreed upon by the parties should be incorporated in a By-law, or that a By-law be so amended so as to contain the same and regulations promulgated by the city, and that these regulations should contain, in addition to the matters agreed upon, provision for giving the employees one day off in four and should not contain the merit system of punishment for offences as suggested by the city.

(Sgd.) H. Allen Gray,
Chairman.
(Sgd.) Wm. J. Carter.
(Sgd.) Arthur Davies.

Dated at Edmonton, Alberta, this fifteenth day of December, A.D. 1917.

Report of Board between the Canadian Northern Railway Company and Maintenance of Way Employees on Western Lines

On January 28, the Minister received the report of the Board which had been established to deal with a wages dispute between the Canadian Northern Railway Company and maintenance of way employees on the company's western lines, members of the International Brotherhood of Maintenance of Way Employees. The number affected was given as 3,000 directly and 2,000 indirectly. The Board in this matter was composed as follows: the Honourable Mr. Chief Justice T. G. Mathers, Winnipeg, chairman, appointed by the Minister in the

absence of a joint recommendation from the other Board members; Mr. John T. Haig, Winnipeg, company's nominee, and Mr. D. Campbell, Winnipeg, employees' nominee.

The report is unanimous and includes a proposed schedule of wages which the Board recommended should be "accepted by the parties as a fair settlement of the matters in dispute and that such new rates take effect as of the first day of January, A.D. 1918."

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian Northern Railway, western lines (employer) and its employees, being maintenance of way men, members of the International Brotherhood of Maintenance of Way Employees.

To the Honourable
Thos. W. Crothers, K.C.,
Minister of Labour.

On the thirteenth November, 1917, a Board of Conciliation and Investigation was appointed in the above matter, consisting of John T. Haig, of the city of Winnipeg, in the province of Manitoba, barrister, nominated by the company; David Campbell, of the same place, barrister, nominated by the employees, and the Honourable Chief Justice Mathers, of the same place, appointed by the Minister as chairman of the Board.

The Board held its first meeting on the twenty-fourth November, 1917, when the several members took the necessary oath of office, and fixed the twenty-sixth December for proceeding with the inquiry. It was impossible to fix an earlier date because two members of the Board were also members of a Board then sitting concerning a dispute between the Canadian Pacific Railway Company and its trainmen.

On the twenty-sixth December the Board met as per appointment, and were attended by Mr. Warren, assistant to the general manager of the company, representing the company, and by Mr. Fljozdal, chairman of the general committee of the employees; Mr. M. C. Lay, vice-chairman of the general committee, and Mr. Crick, Mr. Abrahamson and Mr. Maggs, members of the committee representing the men. At the subsequent meetings the company was represented by Mr. Cameron, assistant general manager, with the exception of the one held on the second January, 1918, at which Mr. Warren also was present. Mr. Woods was present as one of the employees' committee from and including December 27, and Mr. Ward from and including December 28.

Upon opening up the matters involved, it was found that the locality of the dispute extended over the main line, branches and yards of the railway company from Port Arthur, Ont., to the Pacific coast, and included 45 miles of line in the United States.

It further appeared that the employees had, on or about the seventh day of June, 1917, given notice that they desired changes in that portion of the existing schedule which deals with rates of pay, and on or about the fifth October last they applied to your department for the appointment of a Board, and submitted therewith the proposed new wages schedule now on file in your department, which constitutes the material in writing on which the application for a Board was based.

The employees sought a re-classification of a number of the yards, and also sought an increase in pay of 75 cents per day, both for those paid by the day and those paid by the month, in the latter case claiming an increase of 75 cents per day for a 30 day month.

Meetings of the Board were held at which the parties were present on the twenty-sixth, twenty-seventh and twenty-eighth days of December, 1917, and on the second of January, 1918, when all the matters of difference were very fully discussed by the representatives of both parties, and both parties expressed the view that they had given all the evidence they desired to give and had made all the representations to the Board that it was their desire to make.

Classification of yards.—The parties were able to agree upon the classification set out in Schedule A hereto, except as to Morris, which in the existing schedule is classed as a second-class yard. The company contended that Morris had ceased to be of sufficient importance to belong to either first or second class. The employees would not agree that Morris should be stricken out of the second class and it was left to the Board to decide the dispute.

Rates of pay.—The employees based their claim to the increase asked on the increased cost of living. In support of their claim they filed with the Board tables published in the *Labour Gazette* of June and October, 1917, showing the increase in the cost of food, fuel, lighting and rent between September, 1916, and September, 1917.

The company resisted the claim by pointing out that a new schedule came into force on the first November, 1916, by which substantial increases were granted to the men, these increases averaging about six and a half per cent. They also filed statements from nine different railways operating in the United States north of St. Paul and Minneapolis, showing that the rates of pay to similar employees on these various lines were in the great majority of cases considerably below those already paid to the men by this company. They also filed the schedule of the Grand Trunk Pacific and the majority and minority reports of a Board of Conciliation recently made upon a dispute between the Canadian Pacific Railway Company and its maintenance of way employees.

The employees replied to these statements that, excepting in two cases the United States companies referred to do not deal with the men collectively, and that in the case of the two excepted companies there were better wages paid than on any of the others. They also pointed out that the conditions of labour on other railroads varied so that no fair conclusion could be drawn from a comparison of the wages paid. They also pointed out that the majority report in the case of the Canadian Pacific Railway Company had not been accepted by the employees, and in the case of the Grand Trunk Pacific, that the men had recently asked for a revision of their schedule.

Findings of the Board.—The Board held meetings on the seventeenth, eighteenth, nineteenth, twenty-second and twenty-third January, 1918, at which all the evidence adduced before them and the representations of the parties was carefully weighed and considered, with the result that the Board has been able to arrive at a unanimous decision upon all points in dispute. A new schedule of rates of pay has been prepared in accordance therewith, which new schedule is appended as Schedule A to this report.

Classification of yards.—After giving the matter full consideration, the Board has come to the conclusion that the contention of the company with respect to Morris is well founded and that it should be stricken out of the list of second-class yards.

Rates of pay.—Upon the general question, we find that the employees have made a case for a substantial increase of pay. By the evidence we are satisfied that since the existing schedule came into effect on the first November, 1916, there has been a large increase in the cost of living. It was recognized that this increase is abnormal, and the employees did not ask for, nor do we think they should receive, an increase in wages sufficient to entirely absorb this abnormal increase in the cost of living, but we do think that they are entitled to a substantial increase. Our attention was drawn to the fact that the wages paid to the maintenance of way men on the Canadian Government railways, western lines, were much higher than the wages at present paid to the employees by the company, and that the Canadian Government railways schedule came into effect in May, 1917, by agreement between the general manager of the western lines and the men, and that on District No. 3 on the Government Railway, from Mission to Transcona, the conditions of life and operation are practically identical with that on the company's lines.

With those matters in mind, we have come to the conclusion that foreman and skilled labourers should generally receive an increase of 45 cents per day, and that an increase of from 35 cents to 40 cents per day be given to the other classes of employees.

The employees asked that "foremen in charge of steel, ballast and other important extra gangs shall receive the maximum," and that a note be inserted to that effect. The Board have agreed to allow this amendment, inserting the words "large and" between the words "other" and "important," so that the clause shall read: "Foremen in charge of steel, ballast and other large and important extra gangs shall receive the maximum."

The existing schedule has this item: "Snow plow—wing men—foremen, ... per day; labourers, ... per day." The employees suggest that these two items be eliminated and replaced by two other items: "Foremen working in snow plow or flanger, ... per day and expenses; labourers working in snow plow or flanger, ... per day and expenses." The Board have decided to refuse the amendment suggested by the employees and to retain the old classification, adding, however, the following note: "Note: Any section foreman working as a labourer in a snow plow or flanger shall receive not less than his regular rate of pay."

Under the head "carpenters," the employees suggested that the sliding scale at present in existence should be eliminated and that only a minimum rate per day be fixed. The Board consider that the sliding scale, with a difference of 25 cents per day between the maximum and minimum should be retained.

The employees also asked for the insertion of a provision that there should be for bridgemen "30 cents per day increase on minimum after one year's service until the maximum is reached." By this request the employees are asking a variation of section 17, clause (b) of the rules. This clause provides that the rate of increase shall be 15 cents per day and that the maximum shall be reached after five years, thus providing for a differential of 75 cents between the minimum and the maximum. The Board have come to the conclusion that the differential should remain at 75 cents, but that the maximum should be reached at the end of three years' continuous service, and have consequently provided for a 25 cents per day increase after one year's service until the maximum is reached. Article 17, clause (b) of the rules is hereby amended accordingly.

The Board desires to express its appreciation of the courtesy and candour with which the inquiry was conducted by both the representatives of the company and of the men. Evidence was not given under oath, but each side accepted the oral and written statements of the other without further verification.

We recommend that the rates of pay given in the schedule hereto appended be accepted by the parties as a fair settlement of the matters in dispute, and that such new rates take effect as of the first day of January, A.D. 1918.

All of which is respectfully submitted.

Dated at the city of Winnipeg, this twenty-third day of January, 1918.

(Sgd.) T. G. Mathers,
Chairman of Board.

(Sgd.) D. Campbell,
Member of Board.

(Sgd.) John T. Haig,
Member of Board.

SCHEDULE A

RATES OF PAY

TRACKMEN

Section foremen at Port Arthur, Rainy River, Paddington, Fort Rouge, Portage la Prairie, Brandon, Dauphin, Saskatoon, Edmonton, North Battleford and Drumheller	$3.90 per day
Section foremen at Atikokan, Fort Frances, Beaudette, Emerson Junction, Belmont, Westside, Neepawa, Kipling, Radville, Swan River, Prince Albert, North Regina, Humboldt, Kamsack, Vermilion, Kindersley, Hanna, Big Valley, Calgary, Morinville, Kamkloops, Port Mann, Lucerne, Boston Bar, Blue River and North Saskatoon	$3.70 per day
Section foremen at all other points	3.50 " "
Section or permanent labourers—	
In all first-class yards	2.60 " "
At all other points	2.55 " "
Assistant foremen in yards	3.50 " "
Foremen of extra gangs	$3.80 to 4.35 " "

NOTE—Foremen in charge of steel, ballast and other large and important extra gangs shall receive the maximum.

First assistant foremen of extra gangs	$3.50 per day
Second assistant foremen of extra gangs	3.35 " "
Snow plow and flanger foreman	4.50 " " and expenses
Snow plow wing-men	$3.90 per day
Snow plow labourers	2.85 " "
Snow plow—general—Expenses and regular rates.	

NOTE—Any section foreman working as a labourer in a snow plow or flanger shall receive not less than his regular rate of pay.

Track watchmen	78.00 to 80.50 per month
Signalmen at level crossings	$70.00 per month
Signalmen at interlocking crossings—	
13 levers or under	$73.50 per month
14 to 24 levers	80 00 " "
25 levers and over	95.00 " "
Signal repair men or maintainers	90.00 " " and expenses

BRIDGE AND BUILDING DEPARTMENT

Yard and shop foremen	$4.80 per day
Road foremen	4.65 " "
Carpenters	3.90 to 4.15 per day
Bridgemen	3.10 to 3.85 per day

NOTE—25c per day increase on minimum after one years' continuous service until maximum is reached.

B. and B. labourers	$2.85 per day
Painters, foremen	4.65 " "
Painters	3.75 " "
Bridge watchmen	$75.60 per month
Pump repairers	111.00 " " and $1.00 per day expenses when away from headquarters.
Pumpmen—one pump	$74 00 per month
Pumpmen—each additional pump	5.00 " "
Pumpmen—single pump where 2 men employed	74.00 " "
Pumpmen—with single pump and doing coal hoisting	74.00 " "

(Sgd.) T. G. MATHERS.
Chairman of Board.
(Sgd.) D. CAMPBELL,
Member of Board.
(Sgd.) JOHN T. HAIG,
Member of Board.

Correction

(Copy.)

Court of King's Bench,
Winnipeg, January 28, 1918.

Hon. Thos. W. Crothers,
Minister of Labour,
Ottawa, Ont.

Sir,—

Re Canadian Northern Railway and its maintenance of way employees.

Referring to the report dated the twenty-third of January, 1918, which we made in this matter, and particularly to Schedule A, we have, since the report was sent to you, discovered that, owing to inadvertence in copying the Schedule, some words were omitted which should have been inserted.

The fourth item in Schedule A is as follows:

"Section or permanent labourers, in all first-class yards, $2.60 per day."

The words "and second-class" should have been inserted between the words "first-class" and "yards," so that the clause should read:

"Section or permanent labourers, in all first and second-class yards, $2.60 per day."

This is as the clause was originally drafted, but in copying the words referred to were inadvertently omitted.

This letter should be attached to and become part of our report.

We have the honour to be,
Sir,
Your obedient servants,

(Sgd.) T. G. MATHERS.
Chairman of Board.
(Sgd.) D. CAMPBELL,
Member of Board.
(Sgd.) JOHN T. HAIG.
Member of Board.

INDUSTRIAL DISPUTES DURING JANUARY, 1918

SEVEN strikes affecting 760 workpeople were reported as having commenced during January. There were in existence at some time or other during the month 11 strikes directly affecting 976 workpeople. The total time loss on account of industrial disputes was estimated at 7,898 working days, as compared with 33,540 in December and 108,331 in January, 1917. The time loss occasioned by the seven strikes which began in January was 5,890 days, while a loss

of 2,008 days is charged to the four strikes which commenced prior to January. Termination of dispute was reported in the case of two of the disputes commencing prior to January and four of the disputes commencing during January, leaving the four following unterminated strikes on record January 31: plumbers and steamfitters, St. John, N.B.; clothing workers at Toronto, Ont.; machinists at Hamilton, and moulders at Galt, Ont.

A strike of 160 clothing workers at Toronto occasioned the greatest time loss —3,520 working days—while a strike affecting 510 workpeople at Montreal, Que., although of short duration, was responsible for a time loss of 1,785 days. In a strike of packing-house employees at Toronto, 107 workpeople were involved. Less than 50 workpeople were affected by the other strikes recorded during the month.

INDUSTRIAL DISPUTES IN JANUARY, 1918.

Industry or occupation	Particulars	Number of employees affected	Time loss in working days
	DISPUTES COMMENCING PRIOR TO JANUARY, 1918		
Building and Construction— Plumbers and steamfitters, St. John, N.B.	Commenced April 23, 1917. Demand for an increase in the rate of wages from 37½ to 50 cents per hour. Unterminated.	42	1,092
Metals, Machinery and Conveyances— Moulders, Galt, Ont.	Commenced, May 17, 1917. Demand for nine-hour day. Unterminated.	10	260
Boilermakers, Montreal, Que.	Commenced October 26, 1917. Discrimination in dismissal of employees. Strikers returned to work January 18, 1918. Employers to maintain an "open shop."	44	616
Foods, Tobacco and Liquor— Cigar makers, Montreal, Que.	Commenced December 1, 1917. Demand for an increase of $1.00 per M for making cigars. Increased rate granted following negotiations. Strikers resumed work January 7, 1918.	10	40
	DISPUTES COMMENCING DURING JANUARY, 1918		
Mines, Smelters, and Quarries— Coal mine employees	Commenced January 21, 1918. Delay in receiving pay cheques. Work resumed January 24 on receipt of pay cheques and a guarantee providing for prompt payment of wages in future.	25	50
Metals, Machinery and Conveyances— Moulders, London, Ont.	Commenced January 8, 1918. Demand for an increase in the rate of wages from $3.75 to 4.25 per day. Negotiations resulted in employers granting the rate demanded and work was resumed January 28, 1918.	18	288
Structural steel workers, electricians, steamfitters, carpenters and boilermakers, Montreal, Que.	Commenced January 16, 1918. Demand for restoration of 10 per cent bonus which had been discontinued. Firm granted 10 per cent increase after negotiations with strikers, who resumed work on January 21, 1918.	510	1,785
Machinists, Hamilton, Ont.	Commenced January 19, 1918. Against increase in daily hours from nine to ten. Unterminated.	10	100
Clothing— Clothing workers (coat, pants and vest makers), Toronto, Ont.	Commenced January 7, 1918. Alleged discrimination against members of union. Unterminated.	160	3,520
Foods, Tobacco and Liquor— Packing-house employees, Toronto, Ont.	Commenced January 8, 1918. Demand for reinstatement of dismissed employee. Following negotiations employee was reinstated and work resumed by strikers, January 9, 1918.	107	107
Miscellaneous— Waiters, and waitresses, Calgary, Alta.	Commenced, January 23, 1918. Demand for reinstatement of dismissed employee. Hotel management refused to reinstate employee. Strikers resumed work January 24, 1918.	40	40

INDUSTRIAL DISPUTES IN CANADA IN 1917

THE number of strikes which began in 1917 was 141. Seven disputes were carried over from 1916, making a total of 148 in existence in the year. Four strikes remained unterminated at December 31. Only one lockout was reported—in the case of 100 knitting mill operatives at Toronto, who were locked out when they charged that the management discriminated against members of their union. The number of employees involved in the 148 disputes was 48,329, and the number of employers was 714. The total time loss was estimated at 1,134,970 working days (ascertained by multiplying the number of working days in which the industry was idle by the number of employees involved in the dis-

TABLE I.—RECORD OF LABOUR DISPUTES BY YEARS

Year	No. of disputes		Disputes in existence in the year		
	In existence in the year	Beginning in the year	Employers involved	Employees involved	Time loss in working days
1901	104	104	273	28,086	632,311
1902	121	121	420	12,264	120,940
1903	146	146	927	50,041	1,226,500
1904	99	99	575	16,482	265,004
1905	89	88	437	12,223	217,244
1906	141	141	1,015	26,050	359,797
1907	149	144	825	36,624	621,962
1908	68	65	175	25,293	708,285
1909	69	68	397	17,332	871,845
1910	84	82	1,335	21,280	718,635
1911	99	96	475	30,094	2,046,650
1912	150	148	989	40,511	1,099,208
1913	113	106	1,015	39,536	1,287,678
1914	44	40	205	8,678	430,054
1915	43	38	96	9,140	106,149
1916	75	74	271	21,157	208,277
1917	148	141	714	48,329	1,134,970
Total	1,742	1,701	10,144	446,120	12,055,509

pute), there being three years in the 17 years of the departmental record in which the time loss was greater—1911, 1913 and 1903 respectively.

The most serious disputes in the year occurred in the coal mining areas in British Columbia and Alberta, known as District No. 18 of the United Mine Workers of America. On January 16, some 5,870 coal mine and coke-oven employees in the district went on strike and a time loss of 42,000 days was involved before the dispute was terminated. On April 1, 7,475 employees in the same district went on strike and the dispute was not terminated until July 3, when the Dominion Government appointed a Director of Coal Operations to take control of the mines. This dispute involved a loss of 512,075 days or 45 per cent of the total time loss in the year. Another serious strike was that of 1,600 employees at the smelter at Trail, B.C. This dispute, which began November 15, caused a time loss of 48,000 days.

A large number of disputes were of minor importance. In about 32 per cent of the cases not more than 650 employees were affected, and in about half of the cases there were not more than 100 workpeople. In a large proportion of the disputes also the time loss was comparatively small. In 42 per cent of the disputes the number of working days lost was under 500. The great majority of the disputes were also of short duration; in one third of the cases the dispute was terminated in five days or less, in 56 per cent in less than 10 days, and in 69 per cent in less than 15 days. Twenty-two of the disputes, or 15 per cent of the total, endured for more than 30 days.

As usual, Ontario had more disputes than any other province, there being 54 disputes, or 36 per cent of the total number, within its borders. As to time loss, however, Ontario ranked fourth with 5.7 per cent of the total number of working days lost. Alberta stood first with 34.2 per cent, British Columbia second with 29.1 per cent, and Quebec third with 25.6 per cent. The two strikes in the coal mines of district 18 accounted for the heavy time loss in Alberta and British Columbia—361,000 days being charged to Alberta and 192,975 days to British Columbia, on account of these two strikes. As usual the time loss in mining—55 per cent of the total—was greater than in any other industrial group, although only 14 per cent of the total number of disputes is charged to the industry. From the standpoint of time loss, the clothing trade was second with 24 per cent of the total time loss in the year and only 8 per cent of the total number of disputes. Mining also stood first from the standpoint of workpeople affected with 18,729, or about 39 per cent of the total. In transportation, 8,258 employees were involved, or 17 per cent of the total, and in clothing the number of employees affected was 6,983, or 14 per cent of the total. The metals, machinery and conveyances group was charged with a higher percentage of the total number of disputes than any other group—25.8 per cent—but the time loss in this group was only 6 per cent of the total.

In the disputes of the year, the question of wages was the most important cause, 74 disputes, or 50 per cent of the total number, being due to requests for increased wages, and 22 disputes, or 15 per cent of the total, to requests for increased wages and other changes. Thus, the demand for higher wages was the dominant cause in 65 per cent of the disputes. In 15 cases, or 10 per cent of the total, the dispute was due to a request for shorter hours. In about 3 per cent of the disputes the dominant cause was a demand for recognition of the union, "closed shop" or other trade union principles.

The figures show that 82 disputes, or 56 per cent of the total number, were terminated in favour of the employees, while 31 disputes, or 21 per cent of the total, terminated in favour of the employers. In 20 per cent of the cases

TABLE II.—INDUSTRIAL DISPUTES, 1917, BY NUMBERS OF EMPLOYEES INVOLVED

	Disputes		Number Involved	Time Loss	
	No.	Per cent of total	Employees	Working days	Per cent of total
5,000 employees upwards	2	1.4	13,345	554,075	48.9
2,500 employees to 5,000	1	.7	4,500	186,000	16.4
1,000 employees to 2,500	5	3.4	6,962	90,764	8.0
500 employees to 1,000	14	9.5	9,298	118,152	10.4
250 employees to 500	17	11.5	5,768	73,602	6.5
100 employees to 250	35	24.0	5,481	75,697	6.7
50 employees to 100	26	17.6	1,771	13,375	1.0
25 employees to 50	26	17.6	937	17,685	1.6
Under 25 employees	21	14.3	267	5,620	.4
Total	147	100	48,329	1,134,970	100

TABLE III.—INDUSTRIAL DISPUTES, 1917, BY TIME LOSS

Number of working days lost.	Disputes		Number Involved	Time Loss	
	No.	Per cent of total	Employees	Working days	Per cent of total
Over 25,000 days	5	3.3	19,945	821,551	72.4
15,000 and under 25,000 days	4	2.7	2,742	79,306	7.0
10,000 and under 15,000	2	1.3	527	21,836	1.9
5,000 and under 10,000	13	8.7	6,956	84,362	7.4
2,500 and under 5,000	15	10.0	7,729	58,644	5.2
1,500 and under 2,500	18	12.2	3,759	34,369	3.0
1,000 and under 1,500	1	.6	64	1,152	.1
500 and under 1,000	28	19.0	3,327	21,005	1.9
250 and under 500	20	13.5	1,415	7,221	.6
100 and under 250	29	20.0	1,412	4,816	.4
Under 100 days	11	7.4	323	708	.05
Strikes (no time loss)	2	1.3	130	.....	..
Total	148	100	48,329	1,134,970	100

TABLE IV—INDUSTRIAL DISPUTES, 1917, BY DURATION

Period of duration.	Disputes		Employees involved	Time loss in working days
	No.	Per cent of total		
5 days or less	49	33	9,841	29,860
6 to 10 days	34	23	8,889	67,584
11 to 15 days	19	12.8	8,934	75,916
16 to 20 days	9	6.1	1,308	21,724
21 to 30 days	9	6.1	3,776	101,012
Over 30 days	22	15	15,429	834,567
Indefinite and unterminated	6	4	152	4,307
Total	148	100	48,329	1,134,970

TABLE V.—INDUSTRIAL DISPUTES, 1917, BY PROVINCES

	Disputes		Number Involved	Time Loss	
	No.	Per cent of total	Employees	Days	Per cent of total
Nova Scotia	7	4.7	1,415	9,173	.8
Prince Edward Island	2	1.4	270	1,010	.1
New Brunswick	2	1.4	77	2,366	.2
Quebec	24	16.0	8,805	290,632	25.6
Ontario	(1) 54	36.48	9,707	65,148	5.7
Manitoba	12	8.1	2,261	47,206	4.2
Saskatchewan	3	2.0	155	1,130	.1
Alberta	(2) 17	11.48	11,613	387,687	34.2
British Columbia	(2) 27	18.24	14,026	330,618	29.1
Total	148	100	48,329	1,134,970	100

(1) Great North Western Telegraph Company's strike was interprovincial but is charged to Ontario as the great majority of the employees affected were in that province.

(2) Strikes in the Crow's Nest Pass Coal Mining District which is partly in Alberta and partly in British Columbia are charged half to each province. In such strikes, however, the numbers involved and the time loss in each province has been ascertained and charged accordingly.

TABLE VI—INDUSTRIAL DISPUTES, 1917, BY INDUSTRIES

	Disputes		Number Involved	Time Loss	
	No.	Per cent of total	Employees	Days.	Per cent of total
Lumbering	1	.6	800	6,400	.5
Mines, smelters and quarries	21	14.2	18,729	633,600	55.8
Building and construction	19	12.8	2,071	40,245	3.6
Metal, machinery and conveyances	38	25.8	6,409	64,301	6.0
Pulp and paper	1	.6	600	2,400	.2
Printing and publishing	1	.6	240	4,880	.4
Clothing	12	8.1	6,983	271,387	24.0
Textiles	3	2.0	132	652	.05
Foods, tobacco and liquor	12	8.1	1,637	40,886	3.6
Chemicals and explosives	1	.6	300	3,900	.34
Transportation	22	15.0	8,258	44,451	3.9
Navigation	2	1.3	500	7,350	.65
Public utilities	7	4.8	807	7,408	.7
Municipal employment	3	2.0	689	5,281	.5
Miscellaneous	5	3.4	174	1,829	.2
Total	148	100	48,329	1,134,970	100

the disputes ended in a compromise and 4 per cent were indefinite or unterminated. Of the total number of employees concerned, 62 per cent were involved in disputes which resulted in favour of employees, 13 per cent in disputes which terminated in favour of employers, and 23 per cent in disputes which were compromised. Comparing the results of the disputes and of the number of workpeople affected, it is shown that the employees were more successful in disputes in which comparatively large numbers of them were involved. The disputes decided in favour of employees concerned 368 workpeople on an average, while the corresponding average in disputes in which the termination favoured the employers was 206.

As to methods of settlement, 89 disputes, or 60 per cent of the total, were settled by direct negotiations between the parties, and 13 disputes, or about 9 per cent, were settled by conciliation or mediation, and in 11 cases, or about 7 per cent of the total, settlement was effected by arbitration. Four disputes were settled by reference to Boards of Conciliation under the Industrial Disputes Investigation Act.

TABLE VII—INDUSTRIAL DISPUTES, 1917, BY CAUSES AND RESULTS.

Cause or object	In favour of employees				In favour of employers				Compromise.				Indefinite and Unterminated.				Total.			
	Number of disputes	Number of firms involved	Number of employees affected	Time loss in working days	Number of disputes	Number of firms involved	Number of employees affected	Time loss in working days	Number of disputes	Number of firms involved	Number of employees affected	Time loss in working days	Number of disputes	Number of firms involved	Number of employees affected	Time loss in working days	Number of disputes	Number of firms involved	Number of employees affected	Time loss in working days
For increase in wages	41	215	21,478	639,868	12	18	2,001	16,421	18	74	4,816	47,791	3	27	52	2,401	74	334	28,347	706,481
For increase in wages and other changes	15	137	4,334	100,360	1	1	37	481	6	128	5,807	220,156	....	....	....	.....	22	266	10,178	320,997
For shorter hours	3	5	861	2,793	10	60	2,717	58,567	1	1	244	732	1	1	10	488	15	67	3,832	62,580
Against discharge of employees	3	3	235	1,270	2	4	450	12,270	1	1	90	180	1	1	55	658	7	9	830	14,378
Against employment of particular persons	2	2	1,075	5,612	3	3	250	770	....	....	.....	.....	....	....	....	.....	5	5	1,325	6,382
Against reduction in wages	2	2	185	370	....	....	.....	.....	2	2	86	428	....	....	....	.....	4	4	271	798
For recognition of union	1	1	90	1,800	1	1	58	818	....	....	.....	.....	....	....	....	.....	2	2	148	2,618
Against employment of non-unionists	1	1	70	280	1	2	664	1,953	....	....	.....	.....	....	....	....	.....	2	3	734	2,233
Sympathetic disputes	2	9	75	360	....	....	.....	.....	....	....	.....	.....	....	....	....	.....	2	9	75	360
Unclassified	12	12	1,745	8,721	1	1	35	860	1	1	300	3,981	1	1	509	4,581	15	15	2,589	18,143
Total	82	387	30,148	761,434	31	90	6,212	92,140	29	207	11,343	273,268	6	30	626	8,128	148	714	48,329	1,134,970

TABLE VIII—INDUSTRIAL DISPUTES, 1917: BY METHODS OF SETTLEMENT.

Industry or occupation.	Negotiations between the parties.		Conciliation or Mediation.		Arbitration.		Reference to Board under I.D.I., Act.	
	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.
Lumbering	....	....	....	....	....	....	....	....
Mines, smelters and quarries	7	1,040	1	5,870	8	2,344	....	....
Building and construction	13	1,954	1	25	....	....	....	....
Metals, machinery and conveyances	20	3,506	8	2,300	....	....	1	35
Pulp and paper	1	600	....	....	....	....	....	....
Printing and publishing	1	240	....	....	....	....	....	....
Clothing	9	5,873	....	....	1	1,000	1	75
Textiles	2	112	....	....	....	....	....	....
Foods, tobacco and liquor	9	1,035	1	242	....	....	....	....
Chemicals and explosives	1	300	....	....	....	....	....	....
Transportation	12	6,051	2	725	1	40	2	153
Navigation	2	500	....	....	....	....	....	....
Public utilities	7	807	....	....	....	....	....	....
Municipal employment	2	180	....	....	1	509	....	....
Miscellaneous	3	128	....	....	....	....	....	....
Total	89	22,326	13	9,162	11	3,893	4	263

Industry or occupation.	Returned to work on employers' terms.		Replacement of strikers.		Otherwise (including indefinite and unterminated).		Total.	
	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.
Lumbering	....	....	1	800	....	....	1	800
Mines, smelters and quarries	3	1,850	1	150	*1	7,475	21	18,729
Building and construction	2	45	....	....	3	47	19	2,071
Metals, machinery and conveyances	5	463	....	....	4	105	38	6,409
Pulp and paper	....	....	....	....	....	....	1	600
Printing and publishing	....	....	....	....	....	....	1	240
Clothing	....	....	1	35	....	....	12	6,983
Textiles	1	20	....	....	....	....	3	132
Foods, tobacco and liquor	....	....	1	350	1	10	12	1,637
Chemicals and explosives	....	....	....	....	....	....	1	300
Transportation	4	1,219	....	....	1	70	22	8,258
Navigation	....	....	....	....	....	....	2	500
Public utilities	....	....	....	....	....	....	7	807
Municipal employment	....	....	....	....	....	....	3	689
Miscellaneous	....	....	2	46	....	....	5	174
Total	15	3,597	6	1,381	10	7,707	148	48,329

*Terminated with appointment of director of coal operations by Dominion Government.

DETAILS OF INDUSTRIAL DISPUTES IN CANADA IN 1917

Industry or occupation	Locality	Cause or object	Method of settlement	Result	Date of commencement	Date of termination	Numbers involved: Employers	Numbers involved: Employees	Time loss in working days	Duration in working days
LUMBERING—										
Shingle weavers	New Westminster, B.C.	Demand for eight-hour day.	Replacement of strikers.	In favour of employers..	July 23	.....	52	800	6,400	8
MINES, SMELTERS AND QUARRIES—										
Coal mine and coke oven employees	Crow's Nest Pass & Alberta Coal Fields.	War bonus of 25 per cent	Mediation	In favour of employees..	Jan. 16	Jan. 31	1	5,870	42,000	11
Coal mine employees (Dominion Coal Co.)	Dominion, N.S.	Alleged unfair dismissal of employees	Arbitration	Compromise	Jan. 17	Jan. 19	1	90	180	2
Coal mine employees (Pacific Coast Coal Mines)	South Wellington, B.C.	Delay in payment of wages.	Negotiations	In favour of employees..	Feb. 12	Feb. 17	1	320	1,920	6
Coal mine employees (Nova Scotia Steel and Coal Co)	Sydney Mines, N.S.	Objection to certain class of work.	Negotiations	In favour of employees..	Feb. 20	Feb. 24	1	90	450	5
Coal mine and coke oven employees	Crow's Nest Pass, B.C. and Alberta Coal Fields.	Increased wages	Director of coal operations appointed by Dominion Government	In favour of employees..	April 1	July 3	1	7,475	512,075	80
Iron mine employees (Algoma Steel Corporation)	Michipicoten, Ont..	Reduction of hours	Replacement of strikers	In favour of employers..	April 30	May 5	1	150	430	5
Coal mine employees (Jasper Park Collieries, Ltd.)	Pocahontas and Bedson, Alta.	Increased wages and shorter hours.	Arbitration	In favour of employees..	May 21	July 24	1	121	6,534	54
Coal mine employees (Bienfait Mine)	Bienfait, Sask.	Increased wages	Negotiations	In favour of employees..	June 2	June 5	1	40	80	2
Coal mine employees (West. Dom. Col. and Man. & Sask. Coal Co.)	Taylorton and Bienfait, Sask.	Increased wages	Strikers resumed work unconditionally.	In favour of employers..	July 5	July 16	2	100	900	9
Coal mine employees (West Com. Co. Ltd., and Rose-Deer Mn'g Co.)	Wayne, Alta.	Increased wages and recognition of union.	Negotiations	In favour of employees..	July 11	July 19	2	240	1,790	8
Coal mine employees (N. Am. Col. Ltd.)	Drumheller, Alta.	Increased wages and other changes.	Arbitration	Compromise	Aug. 6	Aug. 9	1	60	180	3
Coal mine employees (Star Coal Mines, Ltd.)	Aerial, Alta.	Recognition of union	Negotiations	In favour of employees..	Aug. 13	Sept. 14	1	90	1,800	20
Coal mine employees (N Am. Col., Ltd.)	Coalhurst, Alta.	Demand specific wage for certain class of work	Arbitration	In favour of employers..	Aug. 21	Sept. 8	1	275	4,400	16
Coal mine employees (Midland Col., Ltd.)	Drumheller, Alta.	Wage scale for machine miners.	Arbitration	In favour of employees..	Aug. 25	Sept. 10	1	140	1,680	12

DETAILS OF INDUSTRIAL DISPUTES IN CANADA IN 1917—*Continued*

Industry or occupation	Locality	Cause or object	Method of settlement	Result	Date of commencement	Date of termination	Numbers involved: Employers	Numbers involved: Employees	Time loss in working days	Duration in working days
MINES, SMELTERS AND CARRIES (*Continued*)—										
Coal mine employees (Drumheller, Premier and Atlas Mines)	Drumheller, Alta.	Increased wages	Arbitration	In favour of employees	Aug. 25	Sept. 10	3	204	2,448	12
Coal miners and coke oven employees	Coal Creek and Fernie, B.C.	Increased wages	Arbitration	In favour of employees	Oct. 23	Nov. 5	1	790	5,190	11
Coal mine employees (Western Com., Ltd.)	Wayne, Alta.	Increased boarding rates	Negotiations	In favour of employees	Nov. 1	Nov. 5	1	160	640	4
Coal mine employees (N. Am. Col., Ltd.)	Drumheller, Alta.	Unsatisfactory boarding arrangements.	Negotiations	In favour of employees	Nov. 7	Nov. 14	1	100	650	6½
Smelter employees (Can. Mng. & Smelter Co.)	Trail, B.C.	Demand for eight-hour day.	International Executive Board declared strike unconstitutional and advised strikers to return to work.	In favour of employers	Nov. 15	Dec. 20	1	1,600	48,000	30
Coal mine employees (Canmore Coal Co.)	Canmore, Alta.	Protest employment of Chinese in lamp-house.	Return to work pending adjustment.	In favour of employers	Nov. 16	Nov. 19	1	150	300	2
Coal mine employees (Galt Mines and Federal Coals, Ltd.)	Lethbridge, Alta.	Demand for enforcement of a "closed shop"	Arbitration	In favour of employers	Dec. 19	Dec. 22	2	664	1,953	3
							26	18,729	633,600	
BUILDING AND CONSTRUCTION—										
Electrical workers	Hamilton, Ont.	Increased wages	No formal settlement	Indefinite	1916 June 1	.....	....	.....	.....	....
Painters, decorators and paperhangers	Montreal, Que.	Increased wages	Negotiations	In favour of employees	April 12	April 14	30	133	133	1
Labourers	Vancouver, B.C.	Increased wages and shorter hours.	Negotiations	Compromise	April 16	April 20	2	35	140	4
Carpenters	Sault Ste Marie, Ont	Alleged discrimination in dismissal of workmen	Mediation	In favour of employees	April 19	April 24	1	25	100	4
Painters, decorators and paperhangers	Toronto, Ont.	Increased wages	Negotiations	In favour of employees	April 23	May 5	16	400	4,800	12
Plumbers and steamfitters	St. John, N.B.	Increased wages	Unsettled Dec. 31, 1917	.....	April 23	.....	26	42	2,226	216
Painters, decorators and paperhangers	Winnipeg, Man.	Increased wages and union shop	Negotiations	In favour of employees	May 1	May 20	45	300	5,100	17
Rockmen	Port Arthur, Ont.	Increased wages	Negotiations	In favour of employees	May 4	May 9	1	60	240	4
Builders' labourers	Toronto, Ont.	Increased wages	Negotiations	In favour of employees	June 11	July 28	1	47	2,004	42
Structural iron workers	Toronto, Ont.	Sympathetic	.....	In favour of employees	June 25	July 28	1	5	150	30

BUILDING CONSTRUCTION—(*Continued.*)										
Builders' labourers	Winnipeg, Man.	Increased wages	Negotiations	Compromise	June 26	July 30	40	700	20,300	29
Bricklayers	Calgary, Alta.	Increased wages	Negotiations	Compromise	July 2	July 31	7	35	810	26
Electrical workers	Halifax, N.S.	Increased wages	Negotiations	In favour of employees	July 9	Nov. 5	5	4[illegible]	1,781	101
Carpenters	Montreal, Que.	Increased wages	Negotiations	In favour of employees	July 26	Aug. 6	1	10[illegible]	900	9
Carpenters	Merritton, Ont.	Increased wages	Strikers returned to work unconditionally.	In favour of employers	July 24	Aug. 6	1	2[illegible]	220	11
Carpenters	Sherbrooke, Que.	Shorter hours	Strikers returned to work unconditionally.	In favour of employers	Sept. 17	Sept. 25	2	25	175	7
Carpenters	Montreal, Que.	Increased wages	Negotiations	In favour of employees	Sept. 29	Oct. 16	1	54	756	14
Painters, decorators and paperhangers	Calgary, Alta.	Increased wages	Negotiations	Compromise	Oct. 1	Oct. 22	4	15	270	18
Labourers	St. John, N.B.	Increased wages and shorter hours.	Negotiations	Compromise	Oct. 5	Oct. 10	1	35	140	4
							185	2,071	40,245	
METALS, MACHINERY AND CONVEYANCES—										
Machinists	Hamilton, Ont.	Demand for 9-hour day	No formal settlement	Seven firms granted nine-hour day, 25 other firms working 10-hour day basis.	1916 June 12	.....	....	3	387	129
Machinists and apprentices	Galt, Ont.	Objection to employment of unskilled to the detriment of skilled labour	Employee objected to quit the establishment.	In favour of employees	Jan. 4	Jan. 6	1	37	111	3
Gas engine operators	Sault Ste Marie, Ont	Demand eight-hour shift	Mediation	Compromise	Jan. 6	Jan. 9	1	244	732	3
Forgemen	Hamilton, Ont.	Reduction of bonus	Negotiations	In favour of employees.	Jan. 12	Jan. 15	1	35	70	2
Boilermakers, iron shipbuilders and helpers	Vancouver, B.C.	Demand for eight-hour day.	Negotiations	In favour of employees	Feb. 2	Feb. 5	3	131	393	3
Machinists	Kitchener, Ont.	Objection to employment of a particular person.	Strikers returned to work unconditionally.	In favour of employers	March 7	March 12	1	65	260	4
Forgemen, chargemen and labourers	Toronto, Ont.	Increased wages	Mediation	Compromise	March 7	March 12	4	440	1,760	4
Machinists	Peterborough, Ont.	Increased wages and shorter hours.	Mediation	In favour of employees	March 10	March 14	1	34	102	3
Blacksmiths and helpers	North Vancouver, B.C.	Increased wages	Negotiations	In favour of employees	March 12	March 19	1	32	192	6
Steel workers	Trenton, N.S.	Increased wages	Strikers returned to work unconditionally.	In favour of employers	March 15	March 30	1	200	1,500	15
Moulders and coremakers	Calgary, Alta.	Increased wages	Negotiations	In favour of employees	April 16	April 23	3	10	60	6
Machinists	Winnipeg, Man.	Increased wages	Negotiations	In favour of employers	May 1	July 4	4	42	1,852	96
Machinists	Transcona, Man.	Increased wages	Conciliation under I.D.I. Act.	Compromise	May 1	May 9	1	35	245	7

DETAILS OF INDUSTRIAL DISPUTES IN CANADA IN 1917—*Continued*

Industry or occupation	Locality	Cause or object	Method of settlement	Result	Date of commencement	Date of termination	Numbers involved: Employers	Numbers involved: Employees	Time loss in working days	Duration in working days
METALS, MACHINERY AND CONVEYANCES—*Continued.*										
Shipyard employees	Vancouver, B.C.	Increased wages and 8-hour day.	Negotiations	In favour of employees	May 2	May 7	3	710	2,840	4
Machinists	Galt, Ont.	Demand for 9-hour day.	Declared off by union	In favour of employers.	May 9	Sept. 5	1	100	2,040	101
Moulders	Galt, Ont.	Demand for 9-hour day.	Negotiations	In favour of employers	May 9	Oct. 22	1	18	511	141
Moulders	Galt, Ont.	Demand for 9-hour day.	Unsettled, Dec. 31, 1917	.....	May 17	.....	1	10	488	193
Labourers	Hamilton, Ont.	Increased wages	Strikers returned to work unconditionally.	In favour of employers	May 16	May 21	1	40	560	14
Shipyard employees	Port Arthur, Ont.	Increased wages	Mediation	In favour of employees	May 18	May 26	1	362	2,534	7
Shipyard employees	Sorel, Que.	Increased wages	Negotiations	In favour of employees	May 21	May 31	1	700	7,000	10
Munition workers	Victoria, B.C.	Demand for reinstatement of dismissed employee.	Mediation	In favour of employees	May 21	May 29	1	110	770	7
Moulders	Brantford, Ont.	Demand for increased wages and 9-hour day.	Negotiations	In favour of employees	May 21	June 18	6	300	7,200	24
Shipyard employees	Vancouver, B.C.	Increased wages and 8-hour day.	Mediation	In favour of employees	May 21	June 20	1	250	6,500	26
Munition workers	New Glasgow, N.S.	Reduction in piece-work rates.	Mediation	Compromise	May 28	May 29	1	60	90	1½
Munition workers	Winnipeg, Man.	Objection to employment of strike breakers in other department of establishment.	Negotiations	In favour of employees	June 4	June 8	1	70	280	
Car builders	Preston, Ont.	Objection to new foreman	Negotiations	In favour of employers	July 5	July 13	1	35	210	6
Pattern makers	Toronto, Ont.	Increased wages	Negotiations	In favour of employees	July 16	July 23	16	120	720	6
Moulders and coremakers	London, Ont.	Objection to the employment of women as coremakers.	Negotiations	In favour of employees	July 19	Aug. 15	1	14	322	23
Machinists, boilermakers, pattern makers, blacksmiths and helpers.	Vancouver, B.C.	Recognition of union	Strikers returned to work unconditionally.	In favour of employers	July 19	Aug. 8	1	58	818	17

Moulders	Guelph, Ont.	Increased wages	Negotiations	In favour of employees	July 21	July 26	3	100	400	4
Electrical workers	Trenton, N.S.	Increased wages	Mediation	In favour of employees	Aug. 17	Aug. 24	1	60	360	
Machinists	Guelph, Ont.	Reduction of wages	Negotiations	In favour of employees	Sept. 8	Sept. 10	1	150	300	2
Rivetters	Kingston, Ont.	Increased wages	Negotiations	In favour of employees	Sept. 13	Sept. 17	1	85	255	3
Shipyard employees	Vancouver, B.C.	Increased wages	Mediation	In favour of employees	Oct. 4	Oct. 29	2	800	16,800	21
Machinists	Victoria, B.C.	Objection to employment of unskilled to the detriment of skilled labour.	Negotiations	In favour of employees	Oct. 8	Oct. 15	1	8	48	6
Pattern makers	Montreal, Que.	Objection to medical examination.	Negotiations	In favour of employees	Oct. 25	Nov. 7	1	11	121	11
METALS, MACHINERY AND CONVEYANCES—(*Continued.*)										
Boilermakers	Montreal, Que.	Alleged discrimination in the dismissal of employees.	Unsettled Dec. 31, 1917		Oct. 26		1	55	658	56
Steel workers	Trenton, N.S.	Protest against employment of alien enemies.	Negotiations	In favour of employees	Dec. 13	Dec. 20	1	875	4,812	5½
							72	6,409	64,301	
PULP AND PAPER—										
Pulp and paper mill employees	Iroquois Falls, Ont.	Demand for eight-hour shift and nine-hour day.	Negotiations	In favour of employees	April 27	May 2	1	600	2,400	4
PRINTING AND PUBLISHING—										
Printing pressmen and assistants	Montreal, Que.	Increased wages	Negotiations	In favour of employees	Oct. 16	Nov. 30	68	240	4,880	40
CLOTHING—										
Clothing workers	Montreal, Que.	Increased wages, shorter hours and recognition of union.	Negotiations	Compromise	Dec. 20 1916	March 9 1917	1	177	10,366	59
Clothing and garment workers	Montreal, Que.	Increased wages, shorter hours and recognition of union.	Negotiations	Compromise	Jan. 12	Mar. 19	69	4,500	186,000	50
Cloak and suit makers	Montreal, Que.	Increased wages, shorter hours and recognition of union.	Arbitration	Compromise	Jan. 26	Mar. 19	54	1,000	23,330	44
Fur dressers	Toronto, Ont.	Increased wages	Negotiations	In favour of employees	Feb. 12	Feb. 17	1	36	216	6
Fur dressers	Montreal, Que.	Increased wages, shorter hours and recognition of union.	Negotiations	In favour of employees	March 3	April 7	5	250	7,750	32
Ladies' tailors	Montreal, Que.	Demand wages on weekly instead of piecework basis	Negotiations	Employees partially successful	Mar. 12	Sept. 22	5	30	3,720	164
Boot and shoe workers	Galt, Ont.	Increased wages and shorter hours.	Negotiations	In favour of employees.	May 29	June 11	1	288	4,032	11
Clothing workers	Montreal, Que.	Increased wages	Board of Conciliation under I.D.I. Act.	In favour of employees	July 3	July 9	1	75	375	5

DETAILS OF INDUSTRIAL DISPUTES IN CANADA IN 1917—*Continued*

Industry or occupation	Locality	Cause or object	Method of settlement	Result	Date of commencement	Date of termination.	Numbers involved		Time loss in working days	Duration in working days.
							Employers	Employees.		
CLOTHING—*Continued*										
Fur Workers	Montreal, Que.	Increased wages and shorter hours.	Negotiations	In favour of employees	July 25	Oct. 15	38	500	33,476	70
Clothing workers	Dundas, Ont.	Increased wages	Negotiations	Compromise	Nov. 2	Nov. 19	1	66	924	14
Garment workers	Montreal, Que.	Alleged unfair distribution of piece-work.	Replacement of strikers.	In favour of employers	Nov. 31	Dec. 18	1	35	860	41
Clothing workers	Toronto, Ont.	Reduction in wages	Negotiations	Compromise	Dec. 3	Dec. 18	1	26	338	13
							178	6,983	271,387	
TEXTILES—										
Calico printers	Magog, Que.	For shorter hours	Negotiations	In favour of employers	Jan. 24	Feb. 10	1	12	192	16
*Knitting mill operatives	Toronto, Ont.	Alleged discrimination against members of union	Negotiations	In favour of employees	Mar. 17	Mar. 22	1	100	400	4
Knitting mill operatives	Hamilton, Ont.	Increased wages	Employees returned to work unconditionally.	In favour of employers	April 27	April 30	1	20	60	3
							3	132	652	
FOODS, TOBACCO AND LIQUORS—										
Cigar makers	Hamilton, Ont.	Increased wages	Negotiations	In favour of employees	Nov. 16 1916	Jan. 11 1917	4	185	1,665	9
Cigar makers	London, Ont.	Increased wages	Negotiations	In favour of employees	Nov. 16 1916	Jan. 11 1917	1	62	558	9
Cigar makers	Montreal, Que.	Increased wages	Negotiations	In favour of employees	Nov. 16 1916	Jan. 11 1917	1	97	873	9
Butchers and meat cutters	Winnipeg, Man.	Alleged discrimination in the dismissal of employees.	Replacement of strikers.	In favour of employers	Jan. 29	April 30	3	350	11,470	70
Brewery workers	Kitchener, Ont.	Increased wages	Negotiations	In favour of employees	Mar. 14	April 20	1	7	224	32
Sugar refinery employees	Vancouver, B.C.	Increased wages and recognition of union.	Mediation	In favour of employees	April 23	July 23	1	242	18,876	88

Cigar makers	Toronto, Ont.	Increased wages	Negotiations	In favour of employees	April 24	May 11	5	240	3,600	15
Cigar makers	Montreal, Que.	Increased wages	Negotiations	In favour of employees	April 25	May 11	1	145	2,030	14
Brewery workers	Michel and Fernie, B.C.	Increased wages	Negotiations	In favour of employees	July 1	July 5	2	20	80	4
Cigar makers	London, Ont.	Objection to quality of tobacco and dismissal of employee.	Negotiations	In favour of employers	July 23	July 31	1	100	800	8
Butchers and meat cutters	Vancouver, B.C.	Increased wages and shorter hours.	Negotiations	In favour of employees	Nov. 9	Nov. 15	2	179	535	5
Cigar makers	Montreal, Que.	Increased wages	Unsettled Dec. 31, 1917		Dec. 1		1	10	175	25
							23	1,637	40,886	

*Lockout.

CHEMICALS AND EXPLOSIVES—										
Employees, explosives manufacturing plant	James Island, B.C.	Alleged insanitary conditions and demand for increased overtime rate.	Negotiations	Compromise	Mar. 10	Mar. 24	1	300	3,900	13
TRANSPORTATION—										
Machinists, boilermakers, blacksmiths and carmen (T.H. and B. and Railway)	Hamilton, Ont.	Increased wages	Negotiations	Compromise	May 20 1916	Feb. 12 1917	1	125	105	35
Machinists (Algoma Central Railway)	Sault Ste. Marie, Ont.	Increased wages and other conditions	Negotiations	In favour of employees	April 1	July 4	1	20	1,600	80
Maintenance-of-way employees	Michigan Central Ry. Niagara Falls to Windsor, Ont.	Increased wages	Mediation	In favour of employees	April 1	April 5	1	75	300	4
Freight handlers (Grand Trunk Railway)	Guelph, Ont.	Increased wages	Negotiations	In favour of employees	May 7	May 14	1	14	84	6
Freight handlers (Canadian Pacific Railway)	Vancouver, B.C.	Increased wages	Arbitration	In favour of employees	May 15	May 21	1	40	200	5
Freight handlers (C.P.Rly, G.T.Rly, C.N. Rly)	Montreal, Que.	Increased wages	Strikers returned to work unconditionally.	In favour of employers	May 22	May 31	3	500	5,000	10
Storemen (Canadian Pacific Railway)	Winnipeg, Man.	Increased wages	Conciliation under I.D.I. Act.	Compromise	May 28	July 11	1	133	5,054	38
Freight handlers (Canadian PacificRailway)	Fort William, Ont.	Increased wages	Strikers returned to work unconditionally.	In favour of employers	June 6	June 8	1	483	966	2
Freight handlers (Canadian PacificRailway)	Port McNicoll, Ont.	Increased wages	Strikers returned to work unconditionally.	In favour of employers	June 13	June 16	1	186	558	3
Freight handlers (Canada Steamship Lines)	Hamilton, Ont.	Increased wages	Strikers returned to work unconditionally.	In favour of employers	June 18	June 21	1	50	150	3
Machinists, boilermakers, fitters and helpers (C.N. Rly)	Winnipeg, Man.	Protest against cold temperature of shops.	Negotiations	In favour of employees	Oct. 19	Oct. 22	1	400	800	2

DETAILS OF INDUSTRIAL DISPUTES IN CANADA IN 1917—*Continued*

Industry or occupation	Locality	Cause or object	Method of settlement	Result	Date of commencement	Date of termination	Numbers involved: Employers	Numbers involved: Employees	Time loss in working days	Duration in working days
ELECTRIC RAILWAY SERVICE—										
Electric railway employees	Vancouver, Victoria, and New Westminster, B.C.	Increased wages	Negotiations	In favour of employees	June, 13	June, 21	1	1,262	8,834	7
Electric railway employees	Toronto, Ont.	Increased wages	Negotiations	Compromise	July 11	July 13	1	2,000	4,000	2
Electric railway employees	Edmonton, Alta.	Increased wages	Negotiations	Compromise	Sept. 1	Sept. 11	1	240	1,920	8
Electric railway employees	Windsor, Ont.	Alleged violation of agreement.	Negotiations	Compromise	Sept. 20	Sept. 20	1	90	90	1
Electric railway employees	Sault Ste. Marie, Ont.	Increased wages	Conciliation under the I.D.I. Act.	In favour of employees	Sept. 25	Sept. 25	1	20	10	½
CARTAGE—										
Teamsters	Toronto, Ont.	Increased wages	Negotiations	Compromise	May 16	May 28	1	350	3,145	9
Teamsters and carters	Charlottetown, P.E.I.	Sympathetic		In favour of employees	May 18	May 22	8	70	210	3
Teamsters	Vancouver, B.C.	Increased wages and shorter hours.	Negotiations	In favour of employees	Nov. 26	Nov. 27	1	250	125	½
MISCELLANEOUS—										
Longshoremen and truckmen	Charlottetown, P.E.I.	Objection to employment of freight checker.	Negotiations	In favour of employees	May 17	May 22	1	200	800	4
Longshoremen	Vancouver, B.C.	Increased wages	Negotiations	In favour of employees	July 30	Aug. 6	5	1,100	6,600	6
Elevator employees	Fort William and Port Arthur, Ont.	Increased wages and recognition of union.	Mediation	In favour of employees	Oct. 1	Oct. 8	29	650	3,900	6
							63	8,258	44,451	
PUBLIC UTILITIES—										
Electrical workers	Quebec and Levis, Que.	Increased wages	Negotiations	Compromise	Mar. 26	April 14	3	44	792	18
Electrical workers	Montreal, Que.	Increased wages	Negotiations	Compromise	April 27	June 4	2	72	930	30
Electrical workers	Winnipeg, Man.	Increased wages	Negotiations	In favour of employees	May 1	May 10	2	106	848	8

Electrical workers (Telephone)	Province of Alberta	Increased wages	Negotiations	In favour of employees	May 30	June 21	1	64	1,152	18
Electrical workers	London, Ont.	Increased wages	Negotiations	Compromise	July 13	July 20	1	6	36	6
Telegraph operators	Great North Western Telegraph Company.	Refusal of Company to accept award of Board of Conciliation under I.D.I. Act.	Negotiations	In favour of employees	Sept. 24	Oct. 1	1	500	3,500	7
Telephone operators	Regina, Sask.	Alleged discrimination against members of the union.	Negotiations	In favour of employees	Sept. 24	Oct. 5	1	15	150	10
							11	807	7,408	
NAVIGATION—										
Seamen	Vancouver and Victoria, B.C.	Increased wages	Negotiations	Compromise	June 27	July 16	3	450	7,200	16
Dredgemen	Vancouver, B.C.	Increased wages	Negotiations	Compromise	Sept. 22	Sept. 26	1	50	150	3
							4	500	7,350	
MUNICIPAL EMPLOYEES—										
Labourers	Vancouver, B.C.	Increased wages	Negotiations	In favour of employees	Jan. 25	Feb. 12	1	50	700	14
Firemen	Vancouver, B.C.	Demand for one day of in four.	Negotiations	In favour of employees	July 7	July 7	1	130	.....	3 hrs
Street cleaners	Toronto, Ont.	Alleged disrespect to national flag and other grievances.	Arbitration	.....	Oct. 1	Oct. 11	1	509	4,581	9
							3	689	5,281	
MISCELLANEOUS—										
Retail clerks	Winnipeg, Man.	Increased wages and other conditions.	Replacement of strikers	In favour of employers	May 26	June 9	1	37	481	13
Motion-picture theatre machine operators and musicians	Winnipeg, Man.	Increased wages	Negotiations	In favour of employees	Sept. 3	Sept. 16	20	53	636	12
Waitresses	Vancouver, B.C.	Demand for one day off in seven; 8-hour day and recognition of union.	Replacement of strikers	In favour of employers	Oct. 6	.....	1	9	432	48
Waiters	Montreal, Que.	Increased wages	Negotiations	In favour of employees	Oct. 31	Nov. 3	1	40	140	3½
Waiters	Winnipeg, Man.	Increased wages	Negotiations	Compromise	Nov. 5	Nov. 9	1	35	140	4
							24	174	1,829	
				Grand total	.....	.....	714	48,329	1,134,970	

STRIKES AND LOCKOUTS IN CANADA, 1901-1916

THE Department of Labour has just issued a report containing information collected to the close of the calendar year 1916 with respect to strikes and lockouts in Canada. In the report on this subject for the period, 1901-1912, issued in 1913, it was indicated that the department planned to issue similar reports periodically, supplementary to the statements on industrial disputes appearing in the *Labour Gazette* and in the Annual Report of the Department. The earlier report gave special attention to the quinquennial periods, 1901-1905 and 1906-1910, and the present volume gives special tables for the succeeding quinquennium. Comparisons are made with the statistics of industrial disputes for the periods 1901-1905 and 1906-1910, and in addition a brief survey is given of industrial disputes during the 16 years covered by the departmental record.

In the period 1901-1916 there were 1,594 strikes, which involved 9,430 employers, 398,391 employees and a time loss estimated at 10,920,539 working days. Perhaps the outstanding feature of the record is the comparatively slight industrial disturbance in Canada since the outbreak of the war. Disputes in progress when war began in August, 1914, were soon adjusted; only seven disputes occurred in the period from August 1 to December 31, 1914, and less than 300 employees were affected. In 1915 there were 43 strikes affecting 9,140 employees, and causing a time loss of 106,149 days—the smallest amount of disturbance from the standpoints of number of disputes, time loss and percentage of the total population involved ever recorded. Although in 1916 the number of disputes increased to 75, the year stands third in the record as to minimum of trouble. In 1911-1915, the five years with which the report deals most closely, the number of disputes—449—was lower than in either of the two previous quinquennial periods. The number of employees affected —127,959—shows a slight increase over the figures for the two previous periods —126,179 in 1906-1910, and 123,096 in 1901-1905—but the time loss of 4,969,739 days was much the heaviest of the three five-year periods.

From the standpoint of the number of disputes, industrial unrest in the period 1911-15, was greatest in the building, metal, clothing and transportation trades in the order named, and it is noteworthy that this order prevails throughout the three quinquennial periods. Time loss, however, was greatest in mining, in which industry 51.7 per cent of the time loss was recorded. The clothing trade stood second with 11.8 per cent, and building third with 11.2 per cent; in each of the other two periods building took second place. The time loss in mining and lumbering shows marked increases throughout the three periods, and there is also a steady increase in time loss in the metals group, although this is probably not disproportionate to the expansion of the industries of that class. The time loss in the foods and tobaccos group in the last quinquennium was

much heavier than in either of the two previous periods. In the building, woodworking, printing, and miscellaneous groups, the time loss in the last period was greater than in the second, but less than in the first. The figures of time loss for 1911-15 in the textile, leather, and general transportation groups diminished.

Mining contributes a constantly increasing share of the country's industrial unrest, about 25 per cent of the total time lost being chargeable to this industry in the first quinquennium as against approximately 47 per cent and 51 per cent in the periods 1906-10 and 1911-15, respectively. Leaving mining out of consideration, the volume of industrial unrest as measured by time losses shows a decline in the second quinquennium and the increase in the third period is greatly reduced. This is indicated in the following statement in which the figures for 1901-05 are taken as 100 in each case:

Time loss in working days—

	1901-05.	1906-10.	1911-15.
Total time loss	100	133.3	201.9
Time loss excluding mining	100	97.9	132.2

Industrial unrest in the mining industry is chargeable chiefly to coal mining, the time loss on account of labour troubles in coal mines being particularly heavy in the years 1911, 1913 and 1916. The greatest single factor in the time loss of 2,046,650 working days in 1911, the largest time loss in the 16 years of the record, was a seven-months strike of 7,000 coal miners in the Crow's Nest Pass and Southern Alberta districts. This strike involved a time loss of 1,580,000 working days. Another important factor in the 1911 record was the continuance until May, 1911, of a 22-months strike of coal miners at Springhill, Nova Scotia, which had been in existence from the summer of 1909. The number of working days lost through this strike in 1911 alone was 190,000. While the number of strikes in 1912, namely, 150, was larger than in any other year of the record, coal mining disputes were relatively unimportant. There were only two disputes in this industry, one at Coleman, Alberta, where 560 men were on strike for less than a week, and one at Cumberland, and Ladysmith, on Vancouver Island, which involved a time loss of 350,500 days in 1912. This strike which began September 17, 1912, was not settled until August 19, 1914; the time loss in 1913 on account of this dispute was 588,000 days. The only other dispute in coal mining in 1913 took place at Taber, Alberta, and involved only 37 employees. The continuance of the strike on Vancouver Island until August, 1914, involved a loss of 153,750 working days in that year, and a strike of 900 coal miners at Nordegg, Alberta, brought the time loss in coal mining up to 169,200 days in a total time loss for the year of 430,000 working days. In 1915 there were five relatively unimportant strikes in the coal mining industry, two of these took place at Westville, Nova Scotia, and one at Springhill, in the same province. Strikes of coal miners at Lovettville and Drumheller, Alberta, accounted for the remaining two. The time loss on account of these strikes was 16,794 days in a total for the year of 106,000 days. In 1916 strikes in coal mines accounted for 73,000 days in a total time loss of 208,000 days. These strikes, which were of short duration, took place at Stellarton and

Minto, Nova Scotia, at Bienfait and Taylorton, Saskatchewan, at Bellevue, Alberta, and South Wellington, British Columbia, and two in the Crow's Nest Pass and Alberta coal fields.

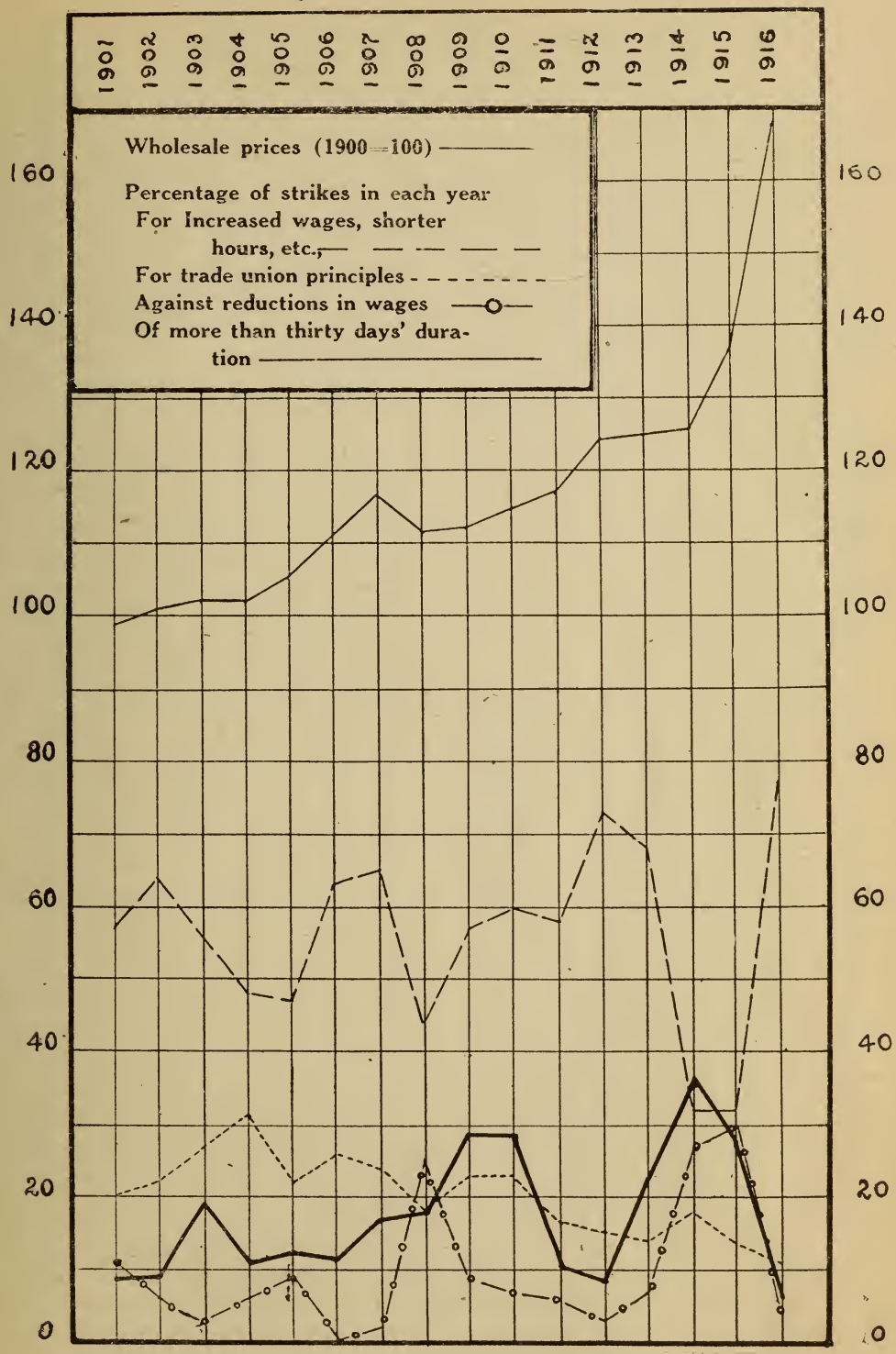
The record of the distribution of strikes or lockouts among the provinces during the period 1911-15 places Ontario, the most populous province, in the lead with 43.4 per cent of the total number. Quebec ranking second with 16.7 per cent. Measured by working days lost, however, the economic disturbance was greatest in British Columbia, that province recording 35 per cent of the total time loss. Interprovincial disputes caused 28.9 per cent of the time loss, and disputes in Ontario, which province ranked third from this standpoint, caused 13.5 per cent of the time loss.

The great majority of the disputes concern comparatively small numbers of employees. In 61 per cent of the disputes in the period 1911-1915, less than one hundred employees were involved. There were 10 disputes in which the time loss was 100,000 days or upwards, and these disputes accounted for almost 70 per cent of the total time loss for the period. The majority of the disputes were also of short duration; almost 30 per cent of the disputes in the period 1911-1915 existed for less than five days and 57 per cent endured not more than 20 days. Disputes in this period were of greatest duration in building and mining, in which industries 18.7 and 17.3 per cent of the disputes, respectively continued longer than 30 days.

The majority of the disputes in the period 1911-1915 were due to questions of wages and hours, about 70 per cent of the disputes and 63 per cent of the time loss being due to this cause. Three per cent of the disputes and 20.7 per cent of the time loss were due to demands for recognition of the union, and 2.2 per cent of the strikes and 5.2 per cent of the time loss were on account of sympathetic strikes. As to the results of the disputes, 139 or 30 per cent resulted in favour of the employees, 164, or 36 per cent in favour of the employers, 79 or 17 per cent were compromised and in 67 cases the result was indefinite.

Direct negotiations between the parties or their representatives ranks first as a method of settlement, 196 of the 449 disputes having been settled in this way. Thirty-one disputes were settled by conciliation or mediation, three by arbitration and five by reference to a Board under the Industrial Disputes Investigation Act; in 104 cases the employees returned to work on the employers' terms and in 40 cases the dispute was settled by replacement of the workpeople; in 70 cases the dispute was settled otherwise, or there was no settlement, or the settlement was indefinite or not reported.

The factors which determine the causes and duration of disputes are found in a measure in the general economic situation of the country. The accompanying chart indicates that the percentage of strikes in each year in which the demands for increased wages and shorter hours were dominant causes rises or falls, generally speaking, with the curve of prices. The commercial crises of 1903-1904 and 1907-1908 seem, however, to have retarded the demand for higher wages much more than the advance in prices, while in the period of depression which began in 1913 the downward trend of the demand for higher wages proceeded simultaneously with the move-


1901
1902
1903
1904
1905
1906
1907
1908
1909
1910
1911
1912
1913
1914
1915
1916
Wholesale prices (1900=100)
Percentage of strikes in each year
For Increased wages, shorter hours, etc.,
For trade union principles
Against reductions in wages
Of more than thirty days' duration
160
140
120
100
80
60
40
20
0

ment upward of prices. On the other hand the percentage of strikes to prevent wage reductions rises perceptibly in the crises of 1903-1904 and 1907 and 1908 and during the depression at the time of the outbreak of the war. In the intervening periods of expanding employment and rising prices, strikes to secure higher wages increased.

As to the duration of strikes, the curve showing the percentage in each year of strikes of more than 30 days duration has the same general trend as the curves of prices, demand for higher wages and union recognition. It is noteworthy that when the crest of the wave of prosperity was reached in 1911-1912 there was a strong demand for higher wages, but the percentage of strikes continuing over 30 days declined. In the depression of 1913 and 1914 the number of prolonged strikes increased in apparent efforts to make wages conform to the cost of living and to prevent wage reductions, while in 1915 workmen opposed attempted reductions in wages, half the strikes of more than 30 days in that year being chargeable to this cause. In 1916 the steep advance in prices was concurrent with a strong demand for higher wages, but the decline in the percentage of the disputes which endured for more than 30 days indicated that in general adjustments were speedily effected.

The years 1903, 1911, 1912 and 1913 are prominent in the record as years of unrest and the year 1902, 1904, 1905, 1915 and 1916 as years of comparative calm. The heavy time loss in 1903 is due chiefly to a number of strikes in the building trades and one of over 3,000 men at Toronto in particular and a strike of 5,000 shoe workers at Quebec. The year stands third highest in the record from the standpoints of both time loss and number of disputes. In 1911, the year of heaviest time loss, there were prolonged strikes in the coal fields of the Crow's Nest Pass and at Springhill, Nova Scotia. In 1912 there was a strike of 6,000 railway construction workers in British Columbia, and in September a strike began in the coal mines at Ladysmith, Vancouver Island, which was not terminated until August, 1914. There were strikes of some magnitude in gold mines in the Porcupine district, of garment workers at Montreal and of cloak makers at Toronto. The most serious dispute in 1913 was that in coal mines on Vancouver Island. A number of disputes of lesser importance in the building and clothing trades, and a strike by saw-mill hands at St. John, New Brunswick, contributed to the total. The years 1902, 1904 and 1905 are years of low time loss in the period of comparative industrial peace before the era of expanding employment and advancing wages. They also show the influence of the crises of 1900-01 and 1903-04. The effect of the crisis of 1907-08 is no doubt reflected in the decline in the number of disputes. After the outbreak of the war there was a period of almost complete immunity from labour troubles and the year 1915 established a low record in time losses. The year 1916 stands third in the record as a year of low time loss.

REPORTS OF EMPLOYMENT BUREAUS

THE decrease in the demand for workers noted in previous months continued in December. During the month there was a decline of about 15 per cent, as compared with November, on the basis of the daily average of vacancies notified to 110 employment bureaus (80 commercial, 14 public and 16 philanthropic). As compared with the demand reported for December, 1916, by practically identical bureaus, there was a gain of about 14 per cent. The total number of vacancies notified to all offices in December was 30,525, a daily average of 1237.9, as compared with 1447.7 in December, 1916. The number of persons placed was 14,273, a daily average of 698.3 in November and 557.4 in December, 1916. The proportion of the total vacancies filled to the total vacancies notified was 47.3 per cent, as compared with 48.7 per cent in the preceding month and with 51.5 in December, 1916. As to employment for woman and girl workers, the number of vacancies notified was 4,554, a daily average of 184.6, as compared with averages of 224.7 in the month before and 243.1 in the corresponding period of 1916. The number of such workers placed was 1,597, a daily average of 70.8, as compared with 84.5 in November, 1917, and with 79.5 in December, 1916.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Montreal alone showed an increase in the demand for labour, both as compared with November, 1917, and with December, 1916; Toronto, Edmonton and Vancouver all reported decreases in December as compared with the preceding month, and gains as compared with December, 1916, while Winnipeg recorded declines in both cases. Of the smaller centres Ottawa and Regina showed increases in each comparison. Small gains were also noted in Saskatoon and Victoria.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 1,751, a daily average of 72.0, as compared with averages of 71.5 in November, 1917, and 74.6 in December, 1916. The number of casual jobs secured was 4,218, a daily average of 173.2, as compared with 177.1 in the preceding month and with 142.5 in December, 1916.

CASUAL MEPLOYMENT SUPPLIED BY VARIOUS AGENCIES DURING THE MONTH ENDED DECEMBER 31, 1917

AGENCY.	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**200**	**20**	..	..	**220**	**904**	**26**	..	..	**930**
St. John	20	....	..	..	20	20	....	..	..	20
Quebec	9	....	..	..	9	16	....	..	..	16
Montreal	48	....	..	..	48	355	....	..	..	355
Ottawa	6	3	..	..	9	22	4	..	..	26
Toronto	40	....	..	..	40	310	....	..	..	310
Hamilton	9	1	..	..	10	22	2	..	..	24
London	12	....	..	..	12	12	....	..	..	12
Winnipeg	17	12	..	..	29	17	12	..	..	29
Calgary	20	1	..	..	21	52	5	..	..	57
Edmonton	5	2	..	..	7	7	2	..	..	9
Vancouver	14	1	..	..	15	71	1	..	..	72
Y.W.C.A.	....	**115**	..	**1**	**116**	....	**188**	..	**1**	**189**
Sherbrooke	....	4	..	1	5	....	4	..	1	5
Winnipeg	....	10	..	..	10	....	6	..	..	6
Brandon	....	2	..	..	2	....	8	..	..	8
Saskatoon	....	14	..	..	14	....	50	..	..	50
Calgary	....	44	..	..	44	....	44	..	..	44
Edmonton	....	9	..	..	9	....	9	..	..	9
New Westminster	....	2	..	..	2	....	21	..	..	21
Vancouver	....	10	..	..	10	....	17	..	..	17
Victoria	....	20	..	..	20	....	29	..	..	29
Miscellaneous	**443**	**972**	..	..	**1415**	**918**	**2181**	..	..	**3099**
Montreal Municipal	19	....	..	..	19	19	....	..	..	19
Montreal Catholic Social Service Guild	5	25	..	..	30	5	25	..	..	30
Montreal Directorate of Female Immigration	....	6	..	..	6	....	6	..	..	6
Toronto Provincial	....	61	..	..	61	....	691	..	..	691
Toronto Municipal	60	....	..	..	60	88	....	..	..	88
London Provincial	....	36	..	..	36	....	107	..	..	107
Hamilton Provincial	....	4	..	..	4	....	4	..	..	4
Winnipeg Municipal	92	158	..	..	250	493	506	..	..	999
Saskatoon Provincial	2	....	..	..	2	20	....	..	..	20
Vancouver Municipal	123	379	..	..	502	151	539	..	..	690
Victoria Municipal	142	303	..	..	445	142	303	..	..	445
Total	**643**	**1107**	..	**1**	**1751**	**1822**	**2395**	..	**1**	**4218**
Daily Average—										
December, 1917	....	....	..	..	72.0	....	....	..	..	173.2
November, 1917	....	....	..	..	71.5	....	....	..	..	177.1
December, 1916	....	....	..	..	74.6	....	....	..	..	142.5

REPORTS OF EMPLOYMENT BUREAUS FOR THE MONTH ENDED DECEMBER 31, 1917.

BUREAUS	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average Nov., 1917	Daily Average Dec., 1917	Daily Average Dec., 1916	Men	Women	Boys	Girls	Total	Daily Average Nov., 1917	Daily Average Dec., 1917	Daily Average Dec., 1916
Halifax—Commercial (2)	5	20	2	10	37	2.27	1.50	4.98	5	20	2	9	36	2.04	1.46	2.79
St. John—Commercial (2)	90	6	...	....	96	7.88	4.22	1.97	55	2	....	....	57	2.25	2.45	.68
Quebec—Provincial	134	4	...	....	138	4.96	5.75	1.83	91	....	....	....	91	4.96	3.79	1.00
Sherbrooke	37	2	...	33	72	4.34	2.98	6.65	20	2	....	19	41	2.67	1.70	2.62
Provincial	37	....	...	21	58	3.88	2.42	6.42	20	....	....	16	36	2.44	1.50	2.54
Y.W.C.A.	....	2	...	12	14	.46	.56	.23	....	2	....	3	5	.23	.20	.08
Montreal	4197	217	36	75	4525	153.64	187.66	156.78	2087	64	7	16	2174	92.11	98.45	87.06
Provincial	195	24	...	....	219	22.71	9.13	16.44	146	11	....	....	157	16.54	6.83	10.17
Municipal	352	5	...	....	357	13.69	15.52	11.13	348	5	....	....	353	13.19	15.35	10.75
Catholic Social Service Guild	2	36	...	3	41	1.64	1.71	1.38	3	19	....	1	23	1.16	9.58	.50
Directorate of Female Immigration	....	51	...	....	51	2.96	2.04	2.92	....	11	....	....	11	.69	.44	.76
Commercial (10)	3648	101	36	72	3857	112.64	159.26	124.91	1590	18	7	15	1630	60.53	66.25	64.88
Ottawa	1806	41	8	32	1887	64.45	81.00	38.76	1479	25	8	2	1514	41.87	60.65	16.31
Provincial	1141	21	8	....	1170	25.92	46.80	.56	1141	21	8	....	1170	25.92	46.80	.33
Y.W.C.A.	....	20	...	2	22	1.27	.85	.96	....	4	....	....	4	.38	.15	.72
Women's Hostel	....	....	...	30	30	1.13	1.00	.48	....	....	....	2	2	13	.07	.29
Commercial (5)	665	....	...	....	665	36.13	32.35	36.76	338	....	....	....	338	15.44	13.63	14.97
Toronto	1969	283	...	279	2531	140.28	105.77	82.88	1593	179	....	116	1888	92.13	74.84	50.92
Provincial	201	164	...	164	529	28.77	21.16	.....	172	103	....	102	377	16.31	15.08	.....
Municipal	534	....	...	....	534	35.00	25.38	25.76	484	....	....	....	484	31.15	18.62	17.36
Y.W.C.A.	....	....	...	115	115	8.70	5.11	6.67	....	....	....	14	14	1.52	.62	1.56
Commercial (4)	1234	119	...	....	1353	67.81	54.12	50.45	937	76	....	....	1013	43.15	40.52	32.00
Hamilton—Provincial	....	73	...	1	74	2.81	2.96	1.64	....	46	....	....	46	2.27	1.84	.48
London—Provincial	69	93	...	....	162	9.15	6.48	.31	51	69	....	....	120	6.69	4.80	.19
Fort William and Port Arthur—Commercial (7)	2512	2	...	10	2524	133.27	101.83	92.94	563	4	....	....	567	29.98	23.59	26.58
Winnipeg	5192	1093	32	201	6518	312.96	257.89	293.45	1787	387	23	18	2215	124.85	87.50	148.32
Municipal	141	201	3	6	351	14.81	14.04	19.28	121	80	3	2	206	6.73	8.24	6.88
Girls' Home of Welcome	....	101	...	....	101	4.88	4.21	7.33	....	15	....	....	15	.73	.63	.93
Y.W.C.A.	....	60	..	60	120	6.04	4.80	7.00	....	10	....	10	20	.85	.80	1.20
Commercial (10)	5051	731	29	135	5946	287.23	234.84	259.84	1666	282	20	6	1974	116.54	77.83	131.31
Brandon	400	72	17	54	543	36.37	23.50	14.23	108	9	....	5	122	6.02	5.01	4.39
Y.W.C.A.	....	2	...	4	6	.33	.25	.48	....	2	...	4	6	.33	.25	.24
Commercial (3)	400	70	17	50	537	36.04	23.25	13.75	108	7	....	1	116	5.69	4.76	4.15
Regina	738	70	56	89	953	33.48	40.26	29.27	482	52	12	28	574	21.13	24.22	14.58
Y.W.C.A.	....	4	...	6	10	.62	.40	.12	....	....	....	1	1	.15	.04	.12
Commercial (4)	738	66	56	83	943	32.86	39.86	29.15	482	52	12	27	573	20.98	24.18	14.46
Saskatoon	1653	102	...	70	1825	70.84	72.89	38.82	327	31	....	26	384	12.74	15.18	18.85
Provincial	146	22	...	....	168	8.23	6.46	7.20	125	20	....	....	145	6.65	5.58	3.08
Y.W.C.A.	....	45	...	45	90	4.92	3.75	5.04	....	7	....	16	23	1.28	.96	.77
Commercial (2)	1507	35	...	25	1567	57.69	62.68	26.58	202	4	....	10	216	14.81	8.64	15.00
Calgary	1385	130	2	7	1524	92.88	60.96	69.00	854	29	....	1	884	64.31	35.36	52.11
Y.W.C.A.	....	55	...	....	55	3.38	2.20	4.73	....	5	....	....	5	.62	.20	1.19
Commercial (5)	1385	75	2	7	1469	89.50	58.76	64.27	854	24	....	1	879	63.69	35.16	50.92
Edmonton	3327	298	12	120	3757	201.78	148.54	136.01	1398	93	5	6	1502	80.59	62.71	67.39
Y.W.C.A.	....	41	...	....	41	2.12	1.71	2.16	....	10	....	....	10	.54	.42	.28
Commercial (10)	3327	257	12	120	3716	199.66	146.83	133.85	1398	83	5	6	1492	80.08	62.29	67.11
New Westminster	4	12	...	2	18	1.38	.70	.99	3	2	....	2	7	.59	.27	.39
Municipal	4	....	...	....	4	.42	.16	.80	3	....	....	....	3	.35	.12	.32
Y.W.C.A.	....	12	...	2	14	.96	.54	.19	....	2	....	2	4	.24	.15	.07
Vancouver	2148	525	13	267	2953	160.89	117.44	99.82	1644	172	4	91	1911	106.82	76.12	66.21
Municipal	53	44	2	....	99	7.96	4.30	6.00	55	6	2	....	63	5.24	2.74	5.30
Y.W.C.A.	....	101	...	....	101	6.31	4.04	4.14	....	30	....	....	30	1.08	1.20	.60
Commercial (10)	2095	380	11	267	2753	146.62	109.10	89.68	1589	136	2	91	1818	100.50	72.19	60.31
Victoria	127	215	...	46	388	14.03	15.65	11.21	66	55	....	19	140	5.26	5.65	4.55
Municipal	79	33	...	....	112	2.27	4.48	.....	21	8	....	....	29	.73	.10	.....
Y.W.C.A.	....	57	...	....	57	2.36	2.15	2.60	....	8	....	....	8	.24	.31	.24
Commercial (6)	48	125	...	46	219	9.40	9.02	8.61	45	39	....	19	103	4.29	4.18	4.31
Total (19 centres)	25793	3258	178	1296	30525	1447.66	1237.98	1081.54	12613	1241	61	358	14273	698.28	585.60	557.42

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in 35 cities, showed an increase during January as compared with the previous month, the total value of permits rising from $874,559 in December to $1,562,637 in January, an increase of $688,078, or 78.7 per cent. All the provinces, except New Brunswick, Ontario and Saskatchewan, recorded increases. As compared with the corresponding month of 1917, there was an increase of 11.5 per cent, the value for January, 1917, being $1,401,932. In this comparison, large increases were shown in Alberta, British Columbia and Nova Scotia. A small gain was also reported in Ontario.

The larger cities—Montreal, Toronto,

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THRITY-FIVE CITIES

City.	December, 1917	January, 1918	January, 1917	January, 1918, compared with December, 1917 Increase (+) Decrease (—)		January, 1918, compared with January, 1917 Increase (+) Decrease (—)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	**$24,360**	**$71,280**	**$22,855**	+ **$46,920**	+ **192.61**	+ **$48,425**	+ **211.88**
Halifax	13,225	62,470	20,055	+ 49,245	+ 372.36	+ 42,415	+ 67.89
Sydney	11,135	8,810	2,800	— 2,325	— 20.88	+ 6,010	+ 214.64
New Brunswick	**2,625**	.....	**3,500**	— **2,625**	.....	— **3,500**	.....
Moncton	1,125	.....	3,500	— 1,125	.....	— 3,500	.....
St. John	1,500	.....	.....	— 1,500	.....	.....	.....
Quebec	**132,610**	**167,482**	**613,448**	+ **34,879**	+ **26.30**	— **445,966**	— **72.70**
Maisonneuve	.....	.....	120,000	.....	.....	— 120,000	.....
Montreal	56,270	116,110	249,895	+ 59,840	+ 106.34	— 133,785	— 53.54
Quebec	8,440	30,572	117,938	+ 22,132	+ 262.23	— 87,366	— 74.08
Sherbrooke	.....	.....	9,000	.....	.....	— 9,000	.....
Three Rivers	50,000	19,300	112,000	— 30,700	— 61.40	— 92,700	— 82.77
Westmount	17,900	1,500	4,615	— 16,400	— 91.62	— 3,115	— 67.49
Ontario	**620,485**	**611,120**	**590,414**	— **9,365**	— **1.51**	+ **20,706**	+ **3.51**
Brantford	149,915	5,245	2,000	— 144,670	— 86.50	+ 3,245	+ 162.25
Fort William	856	80,000	50	+ 79,150	+ 9,311.76	+ 79,950	+159,900.00
Guelph	150	.....	1,000	— 150	.....	— 1,000	.....
Hamilton	26,450	50,000	51,825	+ 23,550	+ 89.04	— 1,825	— 3.52
Kingston	9,607	5,195	4,340	— 4,412	— 45.92	+ 855	+ 19.70
Kitchener	.....	3,600	275	+ 3,600	.....	+ 3,325	+ 1,209.09
London	34,590	17,150	14,435	— 17,440	— 50.42	+ 2,715	+ 18.81
Ottawa	11,100	8,875	54,650	— 2,225	— 20.04	— 45,775	— 83.76
Peterborough	335	3,300	11,625	+ 2,965	+ 885.07	— 8,325	— 71.61
Port Arthur	2,740	16,895	21,276	+ 14,155	+ 516.62	— 4,381	— 20.59
Stratford	790	2,945	1,780	+ 2,155	+ 272.78	+ 1,165	+ 65.45
St. Catharines	8,215	3,035	4,428	— 5,180	— 63.06	— 1,393	— 31.46
St. Thomas	800	.....	5,200	— 800	.....	— 5,200	.....
Toronto	370,358	409,965	394,880	+ 39,607	+ 10.69	+ 15,085	+ 3.82
Windsor	4,585	4,915	22,650	+ 330	+ 7.20	— 17,735	— 78.30
Manitoba	**9.600**	**41,100**	**79,175**	+ **31,500**	+ **328.12**	— **38,075**	— **48.09**
Brandon	.....	.....	10,725	.....	.....	— 10,725	.....
Winnipeg	9,600	41,100	68,450	+ 31,500	+ 328.12	— 27,350	— 39.96
Saskatchewan	**12,584**	**5,800**	**54,575**	— **6,784**	— **53.83**	— **48,775**	— **89.37**
Moose Jaw	800	.....	51,000	— 800	.....	— 51,000	.....
Regina	7,050	700	2,200	— 6,350	— 90.07	— 1,500	— 68.18
Saskatoon	4,734	5,100	1,375	+ 366	+ 7.73	+ 3,725	+ 270.91
Alberta	**10,100**	**507,700**	**3,800**	+ **497,600**	+ **492,673**	+ **503,900**	+**13,260.53**
Calgary	10,100	505,300	3,300	+ 495,200	+ 4,902.97	+ 502,000	+15,212.12
Edmonton	.....	2,400	500	+ 2,400	.....	+ 1,900	+ 380.00
British Columbia	**62,195**	**158,155**	**34,165**	+ **95,960**	+ **152.68**	+ **123,990**	+ **362.62**
New Westminster	1,600	1,650	1,300	+ 50	+ 3.12	+ 350	+ 26.92
Vancouver	56,295	53,125	29,045	— 3,170	— 5.63	+ 24,080	+ 82.91
Victoria	4,300	103,380	3,820	+ 99,080	+ 2,304.19	+ 99,560	+ 2,606.28
Total—35 cities	**874,559**	**1,562,637**	**1,401,932**	+ **688,078**	+ **78.68**	+ **160,705**	+ **11.46**

Winnipeg and Vancouver—all recorded increases as compared with December, 1917. Toronto and Vancouver also showed gains over January, 1918, while Montreal and Winnipeg reported declines in that comparison. Calgary, Victoria, Fort William and Halifax showed very large increases in both cases.

EMPLOYMENT IN THE BUILDING TRADES IN THE YEARS 1910—1917 AS INDICATED BY BUILDING PERMITS

DURING the year 1917 there was a slight decrease in the volume of employment in the building trades compared with 1916, as indicated by the value of building permits issued in the 35 cities with populations of 15,000 or over. The estimated cost of the building work in these cities in 1917 was $33,936,422, as compared with $39,724,286 in 1916, a decline of $5,787,864, or 14.6 per cent. In the accompanying table, which groups the cities by provinces, decreases are shown in all of the eight provinces included, except New Brunswick and Saskatchewan. British Columbia reported the largest decrease, 69 per cent, while in the other provinces the declines were comparatively small. All the larger cities, Montreal, Toronto, Winnipeg and Vancouver showed declines during 1917. Of the smaller centres, Sydney, Maisonneuve, Peterborough and Saskatoon recorded very large gains as compared with the previous year.

As the table presents the figures for each year beginning with 1910, the effect of the war upon employment in the building trades is plainly indicated. With the industrial depression of 1913-14 the total of building permits for the 35 cities declined in 1913 to $156,547,900 from $185,252,944 in 1912, which was probably the record year in the period of building and construction which began soon after 1900. In 1914, the first war year, there was a decline of 40 per cent, and in 1915 there was a further decline of almost 70 per cent. For the country as a whole building operations seem to have reached practically an irreducible minimum as the value of the permits issued in the 35 cities for the last three years has been almost stationary. There is, however, a greater shinkage in the volume of employment than appears from the figures on account of the increases in the estimates due to higher wages and advances in the cost of building materials.

The figures show that the pre-war level of employment in the building trades has been much better maintained in the Maritime Provinces than in other parts of the country. In the years 1915, 1916 and 1917, the total for the two Nova Scotia cities was higher than in any of the other five years of the record, and the showing for the two New Brunswick cities is also very good. In the province of Quebec there has been a steady decline since the high level of 1913. The heaviest decline took place in 1915 when permits for the five cities fell off about 50 per cent. The total for the 15 Ontario cities has fallen from $50,000,000 in the record years of 1912 and 1913 to $17,000,000 in 1917. The lowest level was reached in 1915 when there was a falling off of over 60 per cent from 1914, and there has been little or no recovery. In the western provinces the falling off in building has been much more marked than in Ontario and Quebec. In Manitoba, the 1917 figures represent a decline of 88 per cent from 1913, in Saskatchewan 90 per cent, in Alberta 95 per cent, and in British Columbia 85 per cent.

ESTIMATED COST OF BUILDING WORK IN THE YEARS 1910-1917, AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	1910	1911	1912	1913	1914	1915	1916	1917	1917 compared with 1916 Increase (+) Decrease (—) Amount	Per cent
	$	$	$	$	$	$	$	$	$	
Nova Scotia	**831,594**	**1,005,287**	**1,209,781**	**1,158,954**	**990,293**	**1,262,087**	**1,348,434**	**1,320,647**	**— 27,787**	**— 2.06**
Halifax	484,040	509,645	555,020	837,756	879,320	1,063,985	1,220,329	904,377	— 315,952	— 25.89
Sydney	347,554	495,642	654,761	321,198	110,973	198,102	128,105	416,270	+ 288,165	+224.94
New Brunswick	**637,390**	**655,655**	**689,795**	**2,882,780**	**852,655**	**864,339**	**675,980**	**870,963**	**+ 194,983**	**+ 28.84**
Moncton	112,915	82,955	121,845	470,780	337,355	518,064	211,630	339,713	+ 128,083	+ 60.52
St. John	524,475	572,700	567,950	2,412,000	515,300	346,275	464,350	531,250	+ 66,900	+ 14.41
Quebec	**21,378,827**	**20,998,391**	**26,688,493**	**34,893,249**	**24,527,591**	**12,267,849**	**9,890,630**	**8,794,149**	**— 1,096,481**	**— 11.09**
Maisonneuve	2,000,000	2,289,120	2,824,678	2,466,823	2,599,840	776,800	194,340	1,114,280	+ 919,940	+473.37
Montreal	15,875,859	14,579,952	19,608,720	27,257,629	17,626,561	7,486,221	5,333,204	4,387,638	— 945,566	— 17.73
Quebec	762 998	739,423	933,002	1,939,781	2,759,573	2,576,342	2,912,157	2,459,386	— 452,771	— 15.55
Sherbrooke	555,000	920,000	1,100,000	747,450	191,322	354,876	368,830	254,000	— 114,830	— 31.13
Three Rivers	210,300	1,135,825	389,000	482,250	652,130	484,205	537,345	423,860	— 113,485	— 21.12
Westmount	1,974,670	1,334,071	1,833,093	2,000,316	698,165	589,405	544,754	154,985	— 389,769	— 71.55
Ontario	**33,964,103**	**39,824,689**	**50,024,770**	**49,485,583**	**38,558,430**	**14,353,828**	**20,229,394**	**17,407,571**	**— 2,821,823**	**— 13.95**
Brantford	681,030	613,858	1,167,105	1,015,886	435,510	235,606	282,677	287,195	+ 4,518	+ 1.60
Fort William	2,381,125	3,068,900	4,210,285	4,009,565	1,530,865	638,930	400,525	658,445	+ 257,920	+ 64.39
Guelph	143,700	513,690	395,695	357,335	521,734	219,672	155,222	111,435	— 43,787	— 28.21
Hamilton	2,604,605	4,255,730	5,491,800	5,110,000	3,703,865	1,522,348	2,410,131	2,746,675	+ 336,544	+ 13.96
Kingston	220,092	314,569	642,915	660,474	288,577	244,088	184,321	150,705	— 33,616	— 18.24
Kitchener	349,906	391,293	553,523	680,721	728,320	334,404	324,838	205,352	— 119,486	— 36.78
London	805,074	1,036,880	1,137,108	1,789,920	1,837,735	1,207,630	926,125	837,890	— 88,235	— 9.53
Ottawa	3,022,650	2,997,610	3,621,850	3,991,280	4,397,820	1,605,160	1,530,400	1,041,017	— 489,383	— 31.98
Peterborough	517,958	345,372	565,893	488,240	452,335	97,610	128,040	953,503	+ 825,463	+644.69
Port Arthur	1,066,056	595,180	2,492,554	1,935,575	1,234,085	83,625	1,565,095	1,345,174	— 219,921	— 14.05
Stratford	187,084	103,523	367,233	334,085	440,715	209,800	190,619	216,338	+ 25,719	+ 13.49
St. Catharines	263,000	265,435	811,335	759,468	782,253	445,981	595,715	449,036	— 146,679	— 24.62
St. Thomas	202,000	207,415	67,150	166,146	388,915	134,215	145,685	79,875	— 65,810	— 45.17
Toronto	21,127,783	24,374,539	27,401,761	27,038,913	20,694,288	6,651,889	9,881,671	7,163,556	— 2,718,115	— 27.51
Windsor	392,040	746,595	1,098,563	1,148,975	1,121,413	722,870	1,508,330	1,161,375	— 346,955	— 23.00
Manitoba	**18,340,835**	**19,255,429**	**21,761,954**	**19,231,259**	**13,240,385**	**1,862,455**	**2,752,173**	**2,392,788**	**— 359,385**	**— 13.06**
Brandon	1,224,385	1,538,679	1,166,214	609,609	395,335	36,155	244,873	180,338	— 64,535	— 26.36
Winnipeg	15,116,450	17,716,750	20,595,740	18,621,650	12,845,050	1,826,300	2,507,300	2,212,450	— 294,850	— 11.76
Saskatchewan	**6,350,749**	**12,534,901**	**20,947,160**	**13,070,665**	**2,783,235**	**574,987**	**687,170**	**1,294,659**	**+ 607,489**	**+ 88.40**
Moose Jaw	1,116,690	2,431,235	5,275,797	4,535,470	459,860	90,722	318,945	295,460	— 23,485	— 7.36
Regina	2,416,288	5,099,340	8,046,238	4,081,350	1,761,875	464,065	222,075	416,460	+ 194,385	+ 87.53
Saskatoon	2,817,771	5,004,326	7,625,125	4,453,845	561,500	20,200	146,150	582,739	+ 436,589	+298.73
Alberta	**7,750,950**	**16,579,898**	**34,840,639**	**17,862,103**	**8,938,627**	**460,375**	**895,040**	**858,000**	**— 37,040**	**— 4.14**
Calgary	5,589,594	12,907,638	20,393,820	8,619,653	3,425,350	150,550	663,500	548,200	— 115,300	— 17.38
Edmonton	2,161,356	3,672,260	14,446,819	9,242,450	5,513,277	309,825	231,540	309,800	+ 78,260	+ 33.80
Br. Columbia	**15,523,410**	**22,862,605**	**29,090,352**	**17,962,307**	**6,889,765**	**1,920,829**	**3,245,465**	**997,645**	**— 2,247,820**	**— 69.26**
*New Westminst'r	.....	1,126,355	1,638,460	3,769,555	261,629	85,130	85,307	81,515	— 3,792	— 4.45
Vancouver	13,150,365	17,652,485	19,374,522	10,423,197	4,484,476	1,593,249	2,989,893	768,255	— 2,221,638	— 74 31
Victoria	2,373,045	4,083,765	8,077,370	3,769,555	2,143,660	242,450	170.265	147,875	— 22,390	— 13.15
Total (35 cities)	**102,777,858**	**133,716,755**	**185,252,944**	**156,547,900**	**96,780,981**	**33,566,749**	**39,724,286**	**33,936,422**	**— 5,787,864**	**— 14.57**

*No record is available for New Westminster before 1911.

UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF DECEMBER, 1917

THE present article on unemployment among the members of local trade unions, which is the eighth quarterly report on the subject, deals with unemployment as at the end of December, 1917, and is based on returns received from 1,264 labour organizations with a total membership of 139,046, or about 87 per cent of the total trade union membership of the country. Trade unionists unemployed on account of trade disputes or disability were not included. For all occupations represented, 2.4 per cent of the members were unemployed as compared with 1.7 per cent in September, 1917, 2.2 per cent in December, 1916, and 8.7 per cent in December, 1915. The percentage unemployed at the end of

December is somewhat larger than was reported at the end of the previous quarter, and also than at the same time in 1916, due principally to seasonal slackness in the building trades and in the mining, quarrying and refining of ores group. Employment in the manufacturing industries, however, showed improvement over September, while, as compared with December, 1916, the volume of employment was slightly less. Transportation workers, on the contrary, were slacker than in September, 1917, and better engaged than in December, 1916.

Employment in the manufacturing and mechanical industries, as reported by 336 unions having a total membership of 36,062, was considerably brisker than in September, 1917, but it was scarcely as good as in December, 1916. The improvement in the first case is due principally to a greater volume of employment for the leather, boot and shoe workers, the glass bottle blowers, and in the printing trades. As to the subgroups, employment in metals, machinery and conveyances was not as brisk as in September. This is also true of the foods, tobacco and liquors trades and in the woodwork and furniture groups, while the percentage out of work among the clothing workers altered very slightly. Pulp and paper men, whose returns numbered 17, were scarcely as well engaged owing to the installation of a new scheme at one of the plants. Carpet weavers, in the textile group, as reported by four unions, were as usual well employed. The slight increase in the volume of unemployment in the manufacturing industries, as compared with December, 1916, is chiefly attributable to greater slackness among the garment workers and among workers in foods, tobacco and liquors. The printing, publishing and paper goods group, and the glass bottle blowers were also not so well employed, but there was improvement in the leather trades and in the woodwork and furniture trades. Metals, machinery and conveyances remained practically stationary.

Returns from 531 organizations of transportation workers, with a total membership of 59,598, indicate that .70 per cent of the members were out of work, as compared with .55 per cent at the close of September, 1917, and 1.6 per cent in December, 1916. In this group, steam railway employees, constituting about 73 per cent of the total membership reporting, were not quite so well engaged as in September, 1917, or December, 1916, while street railway men and navigation workers were better employed than at either time. This is evident with regard to navigation employees in particular. Teamsters, chauffeurs and drivers, as reported by six unions, appear to be uniformly busy.

In the mining, quarrying and refining of ores group, reports were received from 40 unions having a combined membership of 14,462. The percentage of unemployment was larger than in any previous quarter, except in the one ended December, 1915. This may be attributed to seasonal slackness among the quarry workers and the mill and smelter men. The percentage of miners unemployed remained stationary as compared with the preceding report, but an increase was shown as compared with the same quarter in 1916.

The percentage unemployed in the building and construction trades, according to returns received from 195 unions, with 15,621 members, was 9.58 per cent, as compared with 2.26 per cent at the close of September, 1917, 5.2 per cent at the end of December, 1916, and 28.3 per cent on December 31, 1915. This increase is, probably, largely due to the severe climatic conditions prevailing at the time throughout the country. Bricklayers, masons and plasterers, granite and stone cutters, tile layers, lathers and roofers and bridge and structural iron workers were especially slack. In no trade was there an improvement in the volume of employment as compared with September, 1917. In comparison with December, 1916, however, there was a smaller percentage out of work among the steam shovel and dredge men and

also among the tile layers, lathers and roofers.

In the public employment group, the number unemployed, as reported by 49 unions with 4,168 members, is slightly greater than in the preceding quarter, and also than in December of 1916 and of 1915.

Employment in the group of miscellaneous trades as indicated by returns received from 112 unions with a total membership of 8,935, was poorer than in both September, 1917, and December, 1916, but was much better than in December, 1915. In the first comparison, the increase in unemployment is due to slackness among the stationary engineers and firemen, the musicians and theatre employees and the hotel and restaurant workers. As compared with December, 1916, also, these tradesmen were not so well employed.

The percentages reported unemployed in the different groups of occupations are indicated in the following table:

TABLE I.

Occupation.	Dec. 1917	Sept. 1917	June 1917	Mar 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Manufacturing & mechanical industries	**2.77**	**4.05**	**1.79**	**1.22**	**2.3**	**1.3**	**1.1**	**3.1**
Metals, machinery and conveyances	.76	.15	.11	.29	.71	0	.6	.9
Food, tobacco and liquors	3.29	2.12	1.50	1.75	1.2	.5	.4	.8
Textiles, carpets and cordage	0	0	0	0	0	.5	0	0
Clothing and laundering	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp, paper & fibre	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork and furniture	3.00	.89	.62	.69	6.0	0	5.9	1.5
Leather, boots and shoes and rubber	2.92	30.70	6.28	4.18	4.3	.10	0	0
Glass bottle blowers	4.48	13.84	3.56	1.92	0	12.17	0	0
Transportation	**.70**	**.55**	**.51**	**1.26**	**1.6**	**.6**	**.5**	**.3**
Steam railways	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways	.17	.44	.18	.09	.2	0	.3	2.3
Navigation	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming & driving	0	0	0	0	0	0	0	0
Mining, quarrying & refining of ores	**2.09**	**.22**	**.32**	**.80**	**.55**	**.7**	**1.2**	**5.9**
Building & construction	**9.58**	**2.26**	**3.21**	**7.47**	**5.2**	**6.3**	**8.6**	**28.3**
Public employment	**.17**	**.04**	**.04**	**.47**	**.1**	**.1**	**0**	**0**
Fishing	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**23.3**
Miscellaneous	**1.56**	**.86**	**.99**	**2.11**	**1.3**	**1.9**	**3.1**	**8.4**
All occupations	**2.42**	**1.71**	**1.25**	**2.16**	**2.1**	**1.4**	**2.1**	**8.7**

The following table summarizes the returns by provinces. As compared with September, 1917, Quebec was the only province to record a decline in the percentage of members unemployed. The increase was most noticeable in New Brunswick, while Manitoba and Alberta reported the smallest percentages out of work. In comparison with December, 1916, Quebec, British Columbia and Alberta showed slight percentage decreases.

TABLE II.

Province.	Dec. 1917	Sept 1917	June 1917	Mar 1917	Dec. 1916	Sept 1917	June 1916	Dec. 1915
Nova Scotia and Prince Edward Island	2.64	.11	.23	2.72	.74	.47	.49	.36
New Brunswick	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba	1.07	.86	58	2.81	1.01	.83	1.2	3.2
Saskatchewan	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the largest industrial centres are indicated in the table which follows:

TABLE III.

City.	Dec. 1917	Sept 1917	June 1917	Mar 1917	Dec. 1916	Sept 1916	Jjne 1916	Dec. 1915
Halifax	.34	.42	1.03	.98	.24	0	4.03	0
St. John	5.69	.16	.43	2.94	.47	.18	.09	2.29
Montreal	3.73	4 48	2.95	4.17	4.61	5 0	2.6	10.6
Toronto	3.81	1.68	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg	1.07	1.02	72	2.53	.98	.58	1.9	2.6
Regina	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton	2.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver	3.28	2.99	2.67	4.75	5.94	4.56	8.4	18.0

The tabular statement on the following pages presents the returns in some detail.

UNEMPLOYMENT ON DECEMBER 31, 1917.

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent
1-Manufacturing & Mechanical Industries	**5**	**241**	**22**	**9.13**	**12**	**953**	**3**	**.31**	**58**	**10371**	**472**	**4.55**	**157**	**16244**	**452**	**2.79**
2-(a) METALS, MACHINERY AND CONVEYANCES—	**3**	**132**	**20**	**1515**	**8**	**820**	**0**	**0**	**14**	**2141**	**41**	**1.91**	**70**	**5647**	**22**	**.39**
3- Moulders	2	92	20	....	2	47	0	....	1	616	8	....	18	1381	5	....
4- Blacksmiths	..	....	....	....	2	167	0	....	1	13	0	....	2	34	0	....
5- Boilermakers & iron ship builders	..	....	....	....	2	183	0	....	2	80	0	....	6	590	1	..
6- Patternmakers	..	....	....	....	..	....	....	....	1	177	0	....	5	199	4	....
7- Metal polishers, buffers and platers	1	40	0	....	..	....	....	....	1	116	0	....	4	96	3	....
8- Machinists	..	....	....	....	2	423	0	....	7	908	5	....	31	3060	9	....
9- Sheet metal workers and tinsmiths	..	....	....	....	..	....	....	....	1	237	28	....	4	287	0	....
10-(b) FOOD, TOBACCO AND LIQUORS	..	....	....	....	**1**	**9**	**2**	**22.22**	**5**	**1037**	**12**	**1.15**	**12**	**1459**	**70**	**4.79**
11- Cigar and tobacco workers	..	....	....	....	1	9	2	....	2	747	0	....	7	1268	70	....
12- Brewery workers	..	....	....	....	..	....	....	....	..	....	....	....	3	150	0	....
13- Others	..	....	....	....	..	....	....	....	3	290	12	....	2	41	0	....
14-(c) TEXTILES, CARPETS AND CORDAGE	..	....	....	....	..	....	....	....	..	....	....	....	**4**	**695**	**0**	**0**
15-(d) CLOTHING AND LAUNDERING	..	....	....	....	..	....	....	....	**14**	**3041**	**300**	**9.86**	**19**	**2464**	**339**	**13.76**
16- Tailors	..	....	....	....	..	....	....	....	2	123	4	....	9	286	4	....
17- Garment workers	..	....	....	....	..	....	....	....	8	2316	246	....	9	2058	335	....
18- Hat, glove & fur workers	..	....	....	....	..	....	....	....	4	608	50	....	1	120	0	....
19-(e) PULP, PAPER AND FIBRE	..	....	....	....	..	....	....	....	**10**	**1322**	**10**	**.76**	**6**	**1509**	**0**	**0**
20-(f) PRINTING, PUBLISHING AND PAPER GOODS	**2**	**109**	**2**	**1.83**	**2**	**114**	**1**	**.88**	**5**	**863**	**19**	**2.20**	**31**	**3267**	**9**	**.27**
21- Compositors	1	88	2	....	1	87	1	....	2	748	18	....	15	1955	3	....
22- Pressmen and assistants	1	21	0	....	1	27	0	....	..	....	....	....	6	343	5	....
23- Bookbinders	..	....	....	....	..	....	....	....	..	....	....	....	3	482	0	....
24- Stereotypers and electrotypers	..	....	....	....	..	....	....	....	1	39	0	....	2	114	1	....
25- Engravers and lithographers	..	....	....	....	..	....	....	....	1	55	0	....	4	311	0	....
26- Others	..	....	....	....	..	....	....	....	1	21	1	....	1	62	0	....
27-(g) WOODWORK AND FURNITURE	..	....	....	....	..	....	....	....	**1**	**20**	**3**	**15.00**	**2**	**38**	**0**	**0**
28-(h) LEATHER, BOOTS, SHOES AND RUBBER	..	....	....	....	**1**	**10**	**0**	**0**	**8**	**1877**	**67**	**3.57**	**9**	**816**	**12**	**1.47**
29-(i) GLASS BOTTLE BLOWERS	..	....	....	....	..	....	....	....	**1**	**70**	**20**	**28.57**	**4**	**349**	**0**	**0**
30-Transportation	**31**	**1932**	**0**	**0**	**33**	**4756**	**143**	**3.01**	**74**	**9315**	**127**	**1.36**	**199**	**19070**	**38**	**.20**
31-(a) STEAM RAILWAYS	**29**	**1817**	**0**	**0**	**29**	**2818**	**142**	**5.04**	**68**	**6847**	**106**	**1.55**	**181**	**14404**	**10**	**.07**
32- Conductors	1	40	0	....	2	113	0	....	6	310	0	....	22	942	0	....
33- Locomotive engineers	5	145	0	....	4	239	0	....	12	788	6	....	37	2272	0	....
34- Locomotive firemen	4	216	0	....	1	61	0	....	8	652	0	....	28	2594	0	....
35- Carmen	5	259	0	....	2	453	0	....	10	1811	0	....	30	1639	0	....
36- Trainmen	5	446	0	....	5	670	0	....	12	2084	26	....	29	4516	10	....
37- Telegraphers (Local Unions)	1	25	0	....	..	....	....	....	2	27	0	....	2	80	0	....
38- *Telegraphers	..	....	....	....	..	....	....	....	..	....	....	....	....	....	....	....
39- Road maintenance men	5	568	0	....	9	468	0	....	14	874	48	....	29	2179	0	....
40- Shop employees	..	....	....	....	..	....	....	....	..	....	....	....	....	....	....	....
41- Railway employees, N.E.S.	3	178	0	....	6	814	142	....	4	301	26	....	4	182	0	....
42-(b) STREET AND ELECTRIC RAILWAY EMPLOYEES	..	....	....	....	**1**	**181**	**0**	**0**	**2**	**303**	**10**	**3.25**	**8**	**3085**	**0**	**0**
43-(c) NAVIGATION	**2**	**115**	**0**	**0**	**3**	**1757**	**1**	**.06**	**4**	**2160**	**11**	**.51**	**9**	**1451**	**28**	**1.93**
44- Marine engineers	2	115	0	....	1	81	1	....	2	160	11	....	5	230	0	....
45- Longshoremen	..	....	....	....	1	1550	0	....	2	2000	0	....	4	1221	28	....
46- Others	..	....	....	....	1	126	0	....	..	....	....	....	....	....	....	....
47-(d) TEAMSTERS AND CHAUFFEURS	..	....	....	....	..	....	....	....	..	....	....	....	**1**	**130**	**0**	**0**
48-Mining, Quarrying & Refining of Ores	**9**	**3682**	**150**	**4.07**	..	....	....	....	**2**	**1290**	**0**	**0**	**4**	**3060**	**23**	**.75**
49- Miners	7	2731	0	....	..	....	....	....	2	1290	0	....	3	2942	17	....
50- Quarry workers	1	240	150	....	..	....	....	....	..	....	....	....	....	....	....	....
51- Mill and smeltermen	..	....	....	....	..	....	....	....	..	....	....	....	1	118	6	....
52-Building and Construction	**7**	**590**	**0**	**0**	**5**	**251**	**39**	**15.54**	**31**	**3701**	**192**	**5.19**	**88**	**6755**	**669**	**9.89**
53- Bricklayers, masons & plasterers	3	173	0	....	1	58	24	....	..	....	....	....	22	2192	527	....
54- Carpenters and joiners	3	332	0	....	1	69	0	....	18	2402	91	....	31	2482	49	....
55- Electrical workers	..	....	....	....	1	50	0	....	4	325	50	....	3	199	2	....
56- Granite and stonecutters	..	....	....	....	..	....	....	....	3	165	40	....	8	304	37	....
57- Painters, decorators and paperhangers	1	85	0	....	1	31	15	....	2	271	11	....	6	633	20	....
58- Plumbers and steamfitters	..	....	....	....	1	43	0	....	2	505	0	....	9	621	12	....
59- Tilelayers, latbers and roofers	..	....	....	....	..	....	....	....	2	33	0	....	4	81	17	....
60- Bridge, and structural iron workers	..	....	....	....	..	....	....	....	..	....	....	....	3	73	2	....
61- Steam shovel and dredgemen	..	....	....	....	..	....	....	....	..	....	....	....	2	180	3	....
62-Public Employment	**2**	**46**	**0**	**0**	**2**	**37**	**0**	**0**	**4**	**573**	**2**	**.35**	**19**	**716**	**0**	**0**
63- Civic employees	..	....	....	....	..	....	....	....	2	34	2	....	1	47	0	....
64- Letter carriers	2	46	0	....	2	37	0	....	2	539	0	....	18	669	0	....
65-Fishing	..	....	....	....	..	....	....	....	..	....	....	....	....	....	....	....
66-Miscellaneous	**1**	**22**	**0**	**0**	**1**	**20**	**0**	**0**	**11**	**1719**	**4**	**.23**	**58**	**3633**	**27**	**.74**
67- Retail clerks	1	22	0	....	..	....	....	....	..	....	....	....	....	....	....	....
68- Hotel and restaurant employees	..	....	....	....	..	....	....	....	..	....	....	....	2	97	0	....
69- Barbers	..	....	....	....	..	....	....	....	2	155	0	....	22	639	3	....
70- Musicians and theatre employees	..	....	....	....	..	....	....	....	1	35	3	....	20	2261	20	....
71- Stationery engineers and firemen	..	....	....	....	1	20	0	....	3	329	1	....	10	544	4	....
72- Others	..	....	....	....	..	....	....	....	5	1200	0	....	4	92	0	....
All occupations	**55**	**6513**	**172**	**2.64**	**53**	**6017**	**185**	**3.07**	**180**	**26969**	**797**	**2.96**	**525**	**49488**	**1209**	**2.44**

*Commercial and railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada						
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed				
Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent. June, 1917	Per cent. Sept., 1917	Per cent. Sept., 1916	
25	3689	17	.46	14	596	1	.18	25	1381	6	.43	40	2617	26	1.00	336	36062	999	4.05	2.77	2.3	1
15	2656	14	.53	5	257	1	.39	10	849	1	.12	15	1584	8	.50	140	14086	167	.15	.76	.71	2
1	61	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	95	0	.....	26	2286	34	.51	1.49	1.6	3
2	168	1	.....	.....	.....	.....	.....	3	195	1	.....	2	145	6	.....	12	722	8	0	1.11	1.3	4
4	1135	12	.....	1	75	0	.....	1	110	0	.....	4	900	0	.....	20	3073	13	0	.42	.08	5
1	36	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	38	0	.....	8	450	4	.71	.89	0	6
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	252	3	1.96	1.19	0	7
7	1256	0	.....	4	182	1	.....	5	524	0	.....	5	398	2	.....	61	6751	17	.01	.25	.06	8
.....	.....	.....	.....	.....	.....	.....	.....	1	20	0	.....	1	8	0	.....	7	552	28	0	5.07	.9	9
2	145	0	0	.....	.....	.....	.....	3	114	3	2.63	8	212	11	5.19	31	2976	98	2.12	3.29	1.28	10
.....	.....	.....	.....	.....	.....	.....	.....	1	13	3	.....	3	145	11	.....	14	2182	86	2.74	3.94	.7	11
1	95	0	.....	.....	.....	.....	.....	2	101	0	.....	5	67	0	.....	11	413	0	.17	0	4.9	12
1	50	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	381	12	2.1	3.15	0	13
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	695	0	0	0	0	14
.....	.....	.....	.....	.....	.....	.....	.....	1	16	0	0	4	177	0	0	38	5698	639	11.13	11.21	6.48	15
.....	.....	.....	.....	.....	.....	.....	.....	1	16	0	.....	2	86	0	.....	14	511	8	.22	1.57	1.4	16
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	91	0	.....	19	4459	581	12.61	13.03	7.9	17
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	728	50	0	6.87	0	18
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	78	0	0	17	2909	10	0	.34	0	19
7	846	3	3.55	9	309	0	0	9	375	2	.51	12	566	7	1.24	77	6449	43	2.05	.67	.34	20
2	416	0	.....	5	224	0	.....	4	290	2	.....	6	395	6	.....	36	4203	32	1.45	.76	.5	21
2	163	0	.....	2	48	0	.....	3	71	0	.....	3	109	0	.....	18	782	5	.77	.64	0	22
1	215	3	.....	1	25	0	.....	1	6	0	.....	2	51	1	.....	8	779	4	6.97	.51	.2	23
.....	.....	.....	.....	1	12	0	.....	1	8	0	.....	1	11	0	.....	6	184	1	0	.54	0	24
2	52	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	418	0	.47	0	0	25
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	83	1	1.23	1.20	0	26
1	42	0	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	100	3	.89	3.00	6	27
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	18	2703	79	30.70	2.92	4.33	28
.....	.....	.....	.....	.....	.....	.....	.....	2	27	0	0	.....	.....	.....	.....	7	446	20	13.84	4.48	0	29
57	11533	49	.42	46	2888	5	.17	35	2727	0	0	56	7377	54	.73	531	59598	416	.55	.70	1.52	30
55	10315	49	.47	43	2641	5	.19	33	2456	0	0	41	2243	18	.80	479	43541	330	.25	.76	.62	31
6	362	7	.....	5	284	0	.....	4	247	0	.....	5	273	5	.....	51	2571	12	.22	.47	.44	32
7	455	0	.....	8	344	4	.....	6	278	0	.....	7	304	0	.....	86	4825	10	.88	.21	.41	33
7	595	0	.....	7	286	1	.....	4	338	0	.....	5	326	0	.....	64	5068	1	.58	.02	.32	34
5	1561	2	.....	6	227	0	.....	4	256	0	.....	5	132	0	.....	67	6338	2	.02	.03	.77	35
7	1051	10	.....	7	812	0	.....	5	528	0	.....	5	455	13	.....	75	10562	59	.17	.56	.48	36
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	132	0	0	0	0	37
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	(5	5409	0	0	0	0)	38
16	1483	0	.....	10	688	0	.....	10	809	0	.....	13	734	0	.....	106	7743	48	.01	.62	1.06	39
2	4350	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	4350	0	0	0	0	40
5	458	30	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	19	0	.....	23	1952	198	0	10.14	.93	41
1	850	0	0	2	142	0	0	2	271	0	0	3	1210	0	0	19	6047	10	.44	.17	.20	42
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	3137	15	48	27	8620	55	2.38	.64	10.57	43
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	297	15	.....	11	883	27	1.34	3.06	2.19	44
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	732	0	.....	9	5503	28	.96	.51	10.74	45
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	2108	0	.....	7	2234	0	6.15	0	18.50	46
1	368	0	0	1	105	0	0	.....	.....	.....	.....	3	787	21	2.67	6	1390	21	0	0	0	47
.....	.....	.....	.....	.....	.....	.....	.....	14	3828	6	.16	11	2602	124	4.77	40	14462	303	.22	2.09	.65	48
.....	.....	.....	.....	.....	.....	.....	.....	14	3828	6	.....	7	1847	3	.....	34	13349	26	.19	.19	.67	49
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	240	150	0	62.50	0	50
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	755	121	.....	5	873	127	.48	14.55	0	51
8	1092	111	10.17	17	414	96	23.19	18	932	124	13.30	21	1876	265	1413	195	15621	1496	2.26	9.58	5.24	52
2	113	30	.....	4	114	70	.....	4	113	22	.....	3	162	99	.....	39	2925	772	3.95	26.39	7.72	53
1	123	0	.....	4	100	16	.....	6	394	72	.....	6	981	89	.....	70	6883	317	1.74	4.61	4.89	54
1	430	0	.....	3	103	0	.....	2	181	0	.....	.....	.....	.....	.....	14	1288	52	3.50	4.04	4.43	55
1	100	50	.....	1	2	0	.....	1	15	11	.....	2	48	23	.....	16	634	161	6.80	25.39	9.21	56
.....	.....	.....	.....	2	35	4	.....	1	31	6	.....	2	117	13	.....	15	1203	69	0	5.74	6.13	57
1	212	0	.....	3	60	6	.....	2	62	9	.....	2	131	20	.....	20	1634	47	1.03	2.88	1.77	58
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	26	11	.....	8	140	28	5.26	20.00	22.18	59
1	52	31	.....	.....	.....	.....	.....	1	7	0	.....	3	391	10	.....	8	523	43	2.03	8.22	6.37	60
1	62	0	.....	.....	.....	.....	.....	1	129	4	.....	1	20	0	.....	5	391	7	.98	1.79	12.18	61
5	729	0	0	5	102	5	4.90	6	318	0	0	6	1647	0	0	49	4168	7	.04	.17	.11	62
3	515	0	.....	1	30	5	.....	2	140	0	.....	3	1410	0	.....	12	2176	7	.12	.32	1.23	63
2	214	0	.....	4	72	0	.....	4	178	0	.....	3	237	0	.....	37	1992	0	0	0	0	64
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	200	0	0	1	200	0	0	0	0	65
7	914	15	1.64	8	680	5	.74	11	472	14	2.97	15	1475	74	5.02	112	8935	139	.80	1.56	1.37	66
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	19	0	.....	2	41	0	.56	0	0	67
1	62	9	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	368	22	.....	6	527	31	2.15	5.88	5.15	68
2	162	0	.....	2	70	0	.....	4	169	0	.....	5	189	0	.....	37	1384	3	0	.22	.48	69
3	440	2	.....	4	89	0	.....	5	186	4	.....	3	246	12	.....	36	3257	41	.81	1.26	.77	70
1	250	4	.....	1	26	0	.....	1	72	10	.....	3	653	40	.....	20	1894	59	2.18	3.12	1.35	71
.....	.....	.....	.....	1	495	5	.....	1	45	0	.....	.....	.....	.....	.....	11	1832	5	0	.27	0	72
102	17957	192	1.07	90	4650	112	2.41	109	9658	150	1.55	150	17794	543	3.05	1264	139046	3360	1.71	2.42	2.17	

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

EMPLOYMENT for civic employees during the first payroll period of two weeks in January, as indicated by reports from 15 cities, showing the numbers of workers temporarily employed and the wages paid these employees, showed a decrease of less than one per cent in the number of employees and an increase of about 22 per cent in the wages paid. In January, 9,042 persons were temporarily employed and the payrolls amounted to $272,234.29, as compared with 9,067 employees and an aggregate payroll of $222,227.18 in December. St. John, Montreal and Brandon showed increases both in the numbers of workers and the wages paid, while Ottawa, London, Moose Jaw, Edmonton, Vancouver and Victoria reported smaller numbers of employees and smaller payrolls. Hamilton and Winnipeg were the only cities showing greater numbers employed and small payrolls, while Toronto, Saskatoon and Calgary reported declines in the numbers of temporary employees with increases in wages paid.

The accompanying table summarizes reports from nine cities which are available since July, 1916. It will be seen from these figures that as regards the number of workers a decline began in January, 1917, and continued almost without interruption to November. In December, however, a slight upward tendency is evidenced and this is continued in January. As to wages, the total for January is the largest reported in the past four months.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS, DECEMBER 1917, AND JANUARY, 1918.

City.	Number of employees temporarily employed in first fortnight in:		Amount of wages paid employees temporarily employed in first fortnight in.	
	Dec. 1917	Jan. 1918	December 1917	January 1918
St. John	233	288	$ 6,200.67	$6,447.34
Montreal	3,702	4,278	48,308.08	92,377.98
Ottawa	292	283	11,524.87	10,776.46
Toronto	1,906	1,121	50,729.80	57,171.86
Hamilton	353	356	11,188.63	9,769.47
London	198	194	6,074 05	5,991.23
Winnipeg	371	377	14,695.25	13,618.70
Brandon	42	45	1,077.70	1,188.41
Regina	307	*300	10,889.68	*10,605.00
Moose Jaw	72	70	2,606.45	2,376.42
Saskatoon	296	290	10,486.23	10,625.98
Calgary	305	279	9,972.40	10,066.35
Edmonton	361	325	14,062.89	12,266.42
Vancouver	460	452	17,996.24	17,651.78
Victoria	169	166	6,414.24	6,045.85
Total	9,067	9,042	$222,227.18	272,234.29

*Estimated.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY NINE CITY CORPORATIONS, JULY, 1916—JANUARY, 1918.

Month.	Total number of employees temporarily employed in first fortnight	Total amount of wages paid employees temporarily employed in first fortnight
1916		
July	10,244	$281,062.15
August	9,425	275,364.93
September	8,397	235,632.94
October	8,079	220,986.22
November	7,669	211,678.38
December	6,360	164,293.79
1917		
January	8,466	193,797.33
February	7,784	213,605.85
March	8,390	210,691.01
April	7,341	167,938.77
May	6,639	160,076.31
June	6,515	206,449.96
July	6,612	201,856.82
August	5,954	188,731.51
September	5,445	174,203.48
October	5,165	161,374.34
November	4,789	160,695.47
December	5,932	129,662.49
1918		
January	6,434	167,896.65

MIGRATION AND SETTLEMENT

OF persons other than citizens of the United States, 2,443 left the United States in November, 1917, to take up permanent residence in British North America, as compared with 2,609 in October, 1917; 2,226 persons (other than citizens of the United States) departed from British North America in November, 1917, to take up permanent residence in the United States, as compared with 3,132 in October, 1917, indicating for the United States an inward balance of 217 in November.

HOMESTEAD ENTRIES.—During December, 1917, there were 108 homestead entries in Manitoba, 147 in Saskatchewan, 168 in Alberta and 13 in British Columbia, a total of 436, as compared with a total of 827 in November, 1917, and 727 in December, 1916.

The following shows by provinces and nationality the number of those who took up homesteads during the last quarter of 1917:

HOMESTEAD ENTRIES BY PROVINCES AND NATIONALITY OF HOMESTEADERS, OCTOBER-DECEMBER, 1917

NATIONALITY	Manitoba			Saskatchewan			Alberta			British Columbia			Total (*all provinces*)			
	Oct.	Nov	Dec.	Oct.	Nov	Dec.	Oct.	Nov	Dec.	Oct.	Nov	Dec.	Oct.	Nov	Dec.	For 3 months
Canadians from Ontario	40	33	15	40	45	28	43	37	22	4	2	1	127	117	66	310
" " Quebec	9	6	2	23	24	9	26	26	11	....	....	....	58	56	22	136
" " Nova Scotia	4	1	2	2	5	2	7	5	1	1	1	....	14	12	5	31
" " New Brunswick	....	4	....	1	3	1	9	3	4	....	....	....	10	10	5	25
" " Prince Edward Island	1	....	....	1	1	5	1	6	....	....	1	....	3	8	5	16
" " Manitoba	42	41	18	14	20	7	2	5	....	....	1	1	58	67	26	151
" " Saskatchewan	4	2	....	6	4	8	2	3	6	....	....	....	12	9	14	35
" " Alberta	2	....	....	6	....	1	14	8	8	....	....	....	22	8	9	39
" " British Columbia	....	....	....	....	....	....	1	2	....	....	1	1	1	3	1	5
Persons who had previous entry	19	25	26	32	18	20	44	46	33	2	2	2	97	91	81	269
Newfoundlanders	....	....	....	....	2	....	....	....	....	....	....	....	....	2	....	2
Canadians returned from the United States	....	....	....	....	....	1	1	1	....	....	....	....	1	1	1	3
Americans	22	14	4	51	77	26	129	101	46	3	2	3	205	194	79	478
English	42	36	16	35	28	15	33	33	12	2	4	2	112	101	45	258
Scotch	18	13	9	7	6	9	11	13	3	....	2	3	36	34	24	94
Irish	12	4	....	....	6	1	5	7	4	1	1	....	18	18	5	41
French	3	....	3	4	4	2	2	1	1	....	....	....	9	5	6	20
Belgians	1	1	1	2	2	1	....	....	....	....	....	....	3	3	2	8
Swiss	....	4	....	....	....	1	3	1	1	....	....	....	3	5	2	10
Italians	....	....	....	....	....	1	....	1	1	....	....	....	....	1	2	3
Roumanians	....	....	....	1	....	....	....	1	1	....	....	....	1	1	1	3
Germans	....	1	....	....	....	....	....	....	....	....	....	....	....	1	....	1
Austro-Hungarians	6	8	7	1	3	3	3	....	1	1	....	....	11	11	11	33
Hollanders	....	....	....	1	2	....	4	2	....	1	....	....	6	4	....	10
Danes (other than Icelanders)	....	....	1	....	....	1	4	2	4	....	....	....	4	2	6	12
Icelanders	1	2	1	....	2	....	....	....	....	....	....	....	1	4	1	6
Swedes	5	5	3	6	6	....	5	9	4	2	....	....	18	20	7	45
Norwegians	1	1	....	11	7	2	15	9	5	....	1	....	27	18	7	52
Russians	....	....	....	....	....	3	....	....	....	....	....	....	....	....	3	3
Russians (other than Finns)	4	....	....	10	9	....	15	7	....	....	....	....	29	16	....	45
Finns	1	2	....	1	1	....	4	2	....	....	....	....	6	5	....	11
Australians	....	....	....	....	....	....	2	....	....	....	....	....	2	....	....	2
Greek	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	1
TOTAL	237	203	108	255	275	147	386	331	168	17	18	13	895	827	436	2,158

Total homestead entries, October-December, 1917 2,158
Total homestead entries, October-December, 1916 2,419

LANDS PATENTED.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia and Yukon Territory for the month of December, 1917, the number of patents was 1,670 and the number of acres 269,459.85, as compared with 1,766 patents and 288,108.78 acres in November, 1917, and 2,080 patents and 331,078.68 acres in December, 1916.

The following statement gives details of lands patented during the last quarter of 1917, with a comparison of the figures for the same period in 1916:

STATEMENT OF LETTERS PATENT COVERING DOMINION LANDS SITUATED IN MANITOBA, SASKATCHEWAN, ALBERTA, BRITISH COLUMBIA AND THE YUKON TERRITORY, OCTOBER-DECEMBER, 1917

Nature of Grant	October		November		December		Total	
	No. of patents	Number of acres	No. of patents	Number of acres	No. of patents	Mumber of acres	No. of patents	Number of acres
Alberta Railway and Irrigation Co's sales	.....	.....	.....	.....	7	5,824.50	7	5,824.50
British Columbia homesteads	14	1,305.02	20	2,858.27	8	1,119.40	42	5,282.69
British Columbia purchased homesteads	.....	.....	.....	.....	1	10.78	1	10.78
British Columbia sales	4	.....	2	.....	4	1.65	10	1.65
Homesteads, Peace River Block	32	5,118.00	13	2,012.80	3	481.00	48	7,611.80
Homesteads	1,406	227,402.24	1.155	186,456.84	973	155,323.38	3,534	569,182.46
License of occupation	7	15.16	2	3.28	5	14.71	14	33.15
Mining land sales	5	182.83	3	220.09	.....	.....	8	402.92
North-west half breed grants	2	318.00	.....	.....	1	160.00	3	478.00
Parish sales	1	188.66	.....	.....	.....	.....	1	188.66
Pre-emption sales	450	71,719.52	382	60,699.05	473	75,137.71	1,305	207,556.28
Purchased homesteads	61	9,485.46	56	8,903.45	57	8,949.51	174	27,338.42
Quit claim, special grant	7	.....	2	.....	.....	.....	9	.....
RAILWAYS—								
Calgary and Edmonton Railway	3	2,560.00	12	3,491.00	11	2,799.65	26	8,850.65
Canadian Northern Railway Co	2	478.00	8	7,207.47	1	1,276.00	11	8,961.47
Canadian Pacific Railway grants	23	196.43	.....	.....	.....	.....	23	196.43
Canadian Pacific Railway roadbed and station grounds	1	3.03	.....	.....	.....	.....	1	3.03
Central Canada Railway	.....	.....	12	151.81	2	39.27	14	191.08
Edmonton, Dunvegan and British Columbia Railway Co	21	368.94	2	6.31	.....	.....	23	375.25
Grand Trunk Pacific Railway	.....	.....	1	160.00	1	1.96	2	161.96
Kootenay Central Railway Company	.....	.....	.....	.....	1	.65	1	.65
Qu'Appelle, Long Lake and Sask. Rd. and Steamboat Co	10	2,075.90	5	1,202.00	15	3,426.82	30	6,704.72
Sales	39	5,312.92	22	1,756.20	24	1,342.87	85	8,411.99
School lands sales	46	7,858.32	57	10,920.18	76	13,197.89	179	31,976.39
Special grants	6	58.00	11	2,008.38	7	352.10	24	2,418.48
Yukon Territory Sales	3	51.56	1	51.65	.....	.....	4	103.30
Total	2,143	334,698.08	1,766	288,108.78	1,670	269,459.85	5,579	892,266.71

Total October-December, 1917—5,579 patents; 892,266.71 acres.
Total October-December, 1916—4,732 patents; 760,540.09 acres.

PRICES, RETAIL AND WHOLESALE, IN CANADA, JANUARY, 1918, AND IN OTHER COUNTRIES

IN prices the upward movement continued, but in wholesale prices was not as steep as in recent months. Foods were higher, but there were some decreases in certain materials and in fruits.

In retail prices the average cost of a weekly family budget of foods averaged $12.42 at the middle of the month as compared with $12.24 in December, $10.27 in January, 1917, and $7.73 in January, 1914. Slight increases appeared in all the commodities included, except butter and sugar, in which there were declines, and in flour and tea, which were steady. The greatest increase appeared in eggs. Coal and wood also advanced.

In wholesale prices the index number reached 257.1 for January as compared with 253.5 for December, 208.1 for January, 1917, and 136.5 for January, 1914. The greatest increases during the month were in the prices of grain, animals, meats, dairy products, vegetables, miscellaneous foods, cottons, drugs, and in the miscellaneous group. Decreases occurred in fodder as the Food Controller had fixed the prices of bran and shorts. There were also decreases in fresh fruits, sugar, hides, and miscellaneous building materials. In metals there were slight increases.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the *Labour Gazette* from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts inhabited by workingmen.

Retail Prices

In sirloin steak the prices advanced in Halifax, Montreal, Belleville, Peterborough, Orillia, Winnipeg, Medicine Hat, Vancouver, and Victoria. Shoulder roast was also higher at Halifax, Fredericton, Three Rivers, Montreal, Ottawa, Brockville, Belleville, Peterborough, Toronto, Brantford, Galt, Owen Sound, Cobalt, Sault Ste. Marie, Winnipeg, and Medicine Hat. Mutton advanced at St. John, St. Hyacinthe, Montreal, Stratford, Chatham, Sault Ste. Marie, Medicine Hat, Edmonton, Calgary, and Vancouver. Fresh pork advanced at St. John, St. Hyacinthe, Belleville, Peterborough, Brantford, Medicine Hat. Salt pork was up at Moncton, Three Rivers, Brantford, Guelph. Breakfast bacon advanced at Peterborough, Hamilton, Galt, Stratford, Calgary, New Westminster, and Victoria, but declined at Sydney, St. John, Kitchener, London, St. Catharines, Nanaimo. Lard was higher at Halifax, Fredericton, St. John, Three Rivers, Hull, Toronto, Niagara Falls, Brantford, Galt, Chatham, Windsor, Port Arthur, Prince Albert, Calgary, Victoria, and Nanaimo.

Fresh eggs advanced at Amherst, Moncton, St. John, Fredericton, Sherbrooke, St. Hyacinthe, Montreal, Hull, Ottawa, Brockville, Belleville, Peterborough, St. Catharines, Hamilton, Brantford, London, St. Thomas, Owen Sound, Cobalt, Prince Albert, Medicine

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Nova Scotia						P.E.I.	New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Newcastle	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	cts.	cts.	ts.	cts.	cts.	cts.	cts	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.
1–Beef, sirloin steak....lb.	35	30	30	37	32	32.8	28	32	33	35	30	32.5	25–28	30	30	28–30
2–Beef, rou d steak.... "	30	30	30	34	30	30.8	28	30	28	30	28	29.0	25-28	30	28	28–30
3–Beef, rib roast prime.. "	30	25-28	22	30	28	27.3	25	25–28	30	24	22	25.6	25	30	25	25
4–Beef, shoulderrca st. "	25-28	23	20	26	24	23.9	25	20–24	22	18	20	20.5	19–20	22	20	20–22
5–Veal, roast, forequarter "	15–20	15	22	16	18	17.7	.....	.....	18	16	15	16.3	25–30	20	20	18-20
6–Mutton, leg roast, h'q. "	25–30	18-20	25	27	22	24.1	.....	.....	35	20	20	25.0	25-28	25	.....	30
7–Pork, fresh, roast, ham "	32–35	30	30	30	28	30.3	28	30	84	28	28	30.0	30–32	35	30	30
8–Pork, fresh chops.... "	38	25–30	30	30	30	31.1	28	30	34	35	30	32.3	30	35	30	30
9–Pork, salt, mess..... "	22	35	30	30	30	29.4	28	32	35	38	35	35.0	30–32	35	30	30
10–Bacon, br'fast, not sli'd "	40	35	38	45	40	39.6	40	45	40	45	40	42.5	42	50	45	50
11–Fish, fresh, g. quality. "	7	15	25	10–14	15	14.8	10	12–20	10–15	12	12	13.1	13	15–35	12	9–12
12–Fish, salt, herrings..doz	60	50	60	35–45	60	54	50	50	48	45	60	50.8	60	60	.....	50
13–Salmon, canned, med..lb.	.....	35	35	30	25	31.3	25–30	30	35	28	35	32.0	30	25–40	30	25
14–Lard, pure leaf, best.. "	38	35	32	34	35	34.8	.....	32	35	35	35	34.3	32	35	35	30
15–Eggs, new laid.....doz.	70	60	60	70	60	64	45	60	70	75	55	65.0	60–65	60	70	55
16–Eggs, storage..... "	.....	55	55	55	.....	55	.....	.....	50	55	50	51.7	55	50	55	48
17–Milk, delivered.....qt.	12-14	12	10	12.5	11	11.7	8	9-10	12	11	10	10.6	12	12	11.1	12
18–Butter, dairy solids...lb.	52	50	50	52	45	49.8	38	50	45	45	45	46.3	46–48	48	48	45
19– " creamery prints "	55	55	53	55	55	54.6	40	55	50	54	50	52.3	50–52	50	53	46
20–Cheese, old..... "	.....	.....	.....	.....	.....	.....	26	.....	35	32	.....	33.5	34–36	35	.....	28
21–Cheese, new..... "	30	30	30	30	32	30.4	26	30	33	30	30	30.8	30–32	30	35	26
22–Bread, plain white... "	7–8	8	8	8	8	7.7	5.5	8–8.7	8	8	8.7	8.3	7	6	7.5	6.3
23–Flour, family..... "	7.2-7.4	7.6	7	7	8	7.4	6.6	6.6	7.2	7	7.6	7.1	7.5	7	7.6	6.4
24–Rolled oats, standard. "	8	8	7	8	8	7.8	7	7	8	8	7	7.5	6	8	8	6
25–Rice, medium..... "	12–15	12	10	10	10	11.1	9	10	7	12	10	9.8	10	10	9	9
26–Rice, Patna..... "	.....	.....	10	15	10	11.7	9	.....	15	14	15	14.7	.....	12	15	10
27–Tapioca, medium pearl "	18	15	25	20	20	19.8	18	18	15	18	20	17.8	15	17	20	18
28–Tomatoes, canned 3's can	28	28	25	25	30	27.2	25	24	25	28	27	26.0	25	25	25	25
29–Peas, canned 2's.... "	25	20	20	20	20	21	22	18	20	18	20	19.0	20	20	20	18
30–Corn, canned 2's.... "	25	25	25	25	25	25	25	22	18	25	23	22.0	20	25	25	22
31–Beans, common.....lb.	20	18	18	18	18	18.4	16	20	18	18	18	18.5	18	20	18	15
32–Apples, evaporated... "	.....	18	16	20	.....	18	12	20	22	22	20	21.0	15	30	.....	.....
33–Prunes, medium..... "	15–20	15	18	18	18	17.3	16	18	18	18	16	17.5	14	20	.....	15
34–Sugar, granulated... "	12	11	10	11	10.8	11	10	10	10	10	10	10.0	10	11	11.1	10
35–Sugar, yellow..... "	11	10	9.1	10	10.8	10.2	9.5	10	9.1	9.1	10	9.6	9	10	10	9.5
36–Tea, black, medium.. "	50–55	55	55	50	45	51.5	50	60	55	55	55	56.3	50	45	45	40
37–Tea, green, medium.. "	.....	55	55	50	.....	53.3	60	.....	65	60	65	63.3	50	45	45	30
38–Coffee, medium..... "	40–45	45	45	40	40	42.5	45	45	40	40	45	42.5	50	40	45	40
39–Potatoes, local, per bag of 1½ bu., 90 lbs.....	$2.10	$1.50	$1.80	$1.90	$2.10	$1.88	$1.50	$2.10	$2.10	$2.30	$2.25	$2.19	$2.00–$2.25	c. $2.70	$2.40	$2.50
40–Vinegar, white wine, XXX, per quart.....	.12	.12	.09	.10	.13	.112	.12	.10	.12	.10	.15	.118	.18–.22	.15	.125	.10
41–Starch, laundry, per pound.....	.15	.12	.15	.15	.15	.144	.....	15	.14	.14	.15	.145	.12–.14	.15	.15	.13
42–Coal, anthracite, stove size, per ton, 2,000 lbs..	16.80	.....	14.00	14.50	14.25	14.59	15.00	.....	14.50	13.00	14.00	13.63	11.50	11.00	9.00	11.00
43–Coal, bituminous, domestic, per ton, 2,000 lbs..	4 80	5.35	7.00	8.00	7.75	6.58	8.00	8.00	7.75–8.25	9.00	8.00	8.25	11.00	10.00	10.00	.....
44–Wood, hard, best, per long cord. (128 cu. ft.).....	6 00	6.00	6 00	9.00	7.00	6.60	6.00	8.00	b6.40–6.90	14 00	7.00	8.91	13.33–14.67	12.00	12.00	13.00
45–Wood, soft, best, per long cord. (128 cu. ft.).....	5.00	5.00	4.50	6.50	4.50	5.10	6.00	4.00	b4.80	8.00	4.00	5.20	11.13–12.67	8.00	11.00	7.50–8.00
46–Coal oil, prime white, per gallon.....	.25	.25	.25	.25	.24	.248	.24	.24	.24	.22	.25	.238	.20	.25	.25	.22
47–Rent, house, 6 roomed, san. conveniences, mon.	14.00–18.00	14.00	16.00	25.00	18.00–20.00	18.00	8.00–10.00	20.00	12.00	16.00	14.00	15.50	22.00–25.00	12.00	16.00	14.00
48–Rent, house, 6-roomed, no san. con., per month	8.00–12.00	9.00	7.00	18.00–20.00	12.00–15.00	11.70	7.00 8.00	14.00	9.00	12.00	10.00	11.25	.....	8.00	14.00	7.00

a Dairy prints. b Calculated from the price per wagon load. c Calculated from the price per 80 lbs.

CANADA, AT THE MIDDLE OF JANUARY, 1918

Quebec (*Continued*)					Ontario														
St. Hyacinthe	St. John's	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
25	30	30	28	29.6	35	30-32	30-35	30	35	33-35	32-35	35	32-34	28-30	34	30	35	32	1
25	30	25-28	25	27.5	32	30	28-32	28	32	30-32	28-33	32	30-31	28	30	30	30	30	2
18	22	22-25	20	23.6	30	26-30	30	27	25	28	28-32	28	24-26	25	28	28	28	25	3
18	20	20-22	22	20.4	28	25	23-25	24	23	20-23	23-25	23	22-24	19-22	25	25	24	23-24	4
25	32	20	20	22.9	30	.....	20	28	27	28	25-28	30	30	30	30	25	27	28	5
35	35	30	28	29.9	38	20-25	30	30	35	25	35-38	35	30	28-30	40	30	30	.....	6
28	30	35	32-33	31.4	38	30-35	35	30	42	32	37-40	40	36	37	40	35	30	35	7
28	30	40	32	31.9	38	32-38	35-40	32	42	30-35	40-45	40	38-40	38	40	35	40	38-40	8
32	35	36	32	32.6	37	30	30-35	.....	35	.....	35-38	32	29	32	38	25	34	30	9
35	38	43	44	43.4	48	40-45	40-45	48	52	48	45-48	53	43	48-50	45	44	42	45	10
12-18	20-30	12	10	15.3	10-12	10-30	18-25	.....	20	15	11-22	18	18-25	18	20	28	12½-20	20	11
.....	72	60	55	59.5	.....	25	40	.....	60	.....	90	.....	.....	50	50	.....	.....	60	12
25	25-30	25	20-40	28.1	25-35	20-40	28-35	25	30	30	25-35	35	27	30	35	35-40	35	30	13
32	35	35	33-35	33.5	34	32-34	30	34	35	34	34	35	34	32	35	32	33	35	14
65	60	55	70	62.2	75	60	60-75	65	65	55	60-65	60	60-65	70	65	55	65	55	15
.....	50	.....	50	51.3	50	50	55	.....	50	.....	50	.....	50-52	.....	55	.....	55	50	16
10	9	13	11	11.3	11	11-12	10	11	12	10	13.3	12	12	12.5	12	11.8	10-12	10.5	17
.....	46	43	45	46	50	46-48	45-48	50	50	43	45-50	.....	51	48	50	47	*a* 47	*a* 47	18
43	48	50	50	48.9	52	46-50	48-50	52	50	48	54-57	55	.....	50	52	50	52	49	19
30	35	35	.....	33	38	.....	.....	34	35	35	38	32	.....	28	30	32	35	38	20
.....	30	30	27-28	29.9	32	29-32	.....	.....	30	30	28-30	28	30	.....	.....	28	30	32	21
6.5	6	8	7.2	6.8	6.9	7.3	7.3	6.3	6.7	7.3	6.7	7.3	7.3	8	5.3-6.	7.3	7.3	7.3	22
6.4	6.8	7.2	6-6.2	6.9	6.8	6-6.8	7.4	6.8	6.4	5.6	6.6	6.8	6.2	6	6.4	5.8	6.2	5.9	23
7	8	6	5.8	6.9	7.5	6.5	6	7	8	4.5	8	7	6.3	7	8	8	6.3	6.3	24
8	10	12.5	7-9	9.6	10	10	10-12	10	10	8.3	8	12.5	10-12	10	10	10	10	.....	25
10	12	15	12-12½	12.3	10	12.5	12	11	13	10	10-12.5	12.5	12½-15	13-14	12	12	12.5	10	26
20	15	20	15-18	17.7	18	17-18	15	20	15	18	18	20	18	17	18	18	20	20	27
32	26	25	25	26	25	23-25	20-25	25	25	30	20-30	25	25	25	28	25	25	25	28
25	25	20	18-20	20.9	18	15-20	18	20	20	20	18-30	20	20	18	20	20	20	18	29
25	25	25	20-23	23.6	25	20-22	23	25	23	25	20-25	25	20	25	25	25	20	20	30
15	18	20	14½-15	17.4	15	12½-15	13-15	15	18	15	15	15.5	20	15	15	20	18	15	31
25	28	18	25	23.5	20	15	15	.....	20	.....	.....	.....	.....	15	.....	.....	.....	18	32
15	28	18	15	17.9	18	18	15	18	20	17.5	15-25	17	18	13-18	18	20	18	18	33
10	11.1	10	9.8	10.4	10	11.1	10.5	10	10.5	11.1	11	10	11.1	10	10	11.1	11.1	10	34
9.1	10.5	9.5	9.3	9.6	9.5	10	9.1	9.1	10	10	10	9.1	10	10	9.5	10	10	10	35
40	40	45	50-55	44.7	60	55	40-45	55	60	40	50-55	40	50-55	50	60	50-60	55	50	36
40	40	40	40-45	41.6	50	50	40-45	55	55	30	50-55	40	35-40	50	60	50	50	45-50	37
40	40	30	40	40.6	45	40	40	35	45	40	40-50	30	35-40	30	45	30-50	40	30	38
$2.25	$2.25	$2.50	$2.10-$2.20	$2.36	$2.20	$1.75-$2.00	$2.25-$2.50	$2.25	$2.25	$1.75	$2.50	$2.25	$2.70	$2.25	$2.25	$2.25	$2.25	$2.25	39
.10	.12	.15	.10	.131	.125	.10	.12	.10	.14	.10	.12	.125	.12	.10	.10	.10	.13	.10	40
.10	.12	.12	.10-.125	.127	.13	.13	.15	.12	.125	.12	.125	.14	.12-.14	.12	.15	.12	.13	.13	41
12.00	10.00	10.40	9.50-9.75	10.57	11.00	10.0	10.50-11.50	13.00-14.50	11.00	.....	9.85	.....	9.50	9.00-10.00	12.00	10.00	10.50	9.50	42
12.00	.....	8.50	.....	10.30	10.25	.....	10.50	.....	11.00	.....	11.60	.....	10.25	10.00	10.00	10.00	9.50	9.50	43
10.00-12.00	15.00	14.00	8.00-13.00	12.69	8.50	13.50	12.00	9.00	11.75	12.00	15.00	.....	.....	.....	16.00	15.00	14.50	15.00	44
9.00-10.00	9.00	8.00	6.75	8.99	4.50	.....	8.00	8.00	7.00	7.50	9.00	.....	.....	12.00	13.00	11.00	9.00	8.50	45
.22	.20	.25	22-23	.227	.30	.25	.22	.22	.28	.22	.20-.25	.22	.23	.20	.22	.25	.23	.24	46
12.00-14.00	10.00-12.00	14.00-18.00	15.00-18.00	15.25	24.00	16.00	14.00-18.00	15.00-18.00	14.00-20.00	12.00-15.00	20.00-30.00	13.00-18.00	16.00	22.00-23.00	15.00-20.00	16.00	14.00-16.00	18.00-22.00	47
9.00-12.00	6.00-10.00	12.00-13.00	10.00-15.00	10.36	17.00	11.00	12.00-15.00	12.00-15.00	14.00-16.00	10.00-12.00	14.00-18.00	10.00-13.00	14.00	16.00-18.00	13.00	12.00	10.00-12.00	12.00-15.00	48

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin, steak.....lb.	33	32	35	32	32	33	32	35	35	30-32	30-32	**32.8**	32	30	**31**
2-Beef, round steak..... "	30	30	30	28-30	30	32	28	30	34	28	28	**30.1**	28	25	**26.5**
3-Beef, rib, roast, prime..... "	28	22	25-28	25	23-25	30	25	30	28	25-28	25	**27**	28	25	**26.5**
4-Beef, shoulder roast..... "	23	20	22-25	23	22	25	22	27	25	20-22	20-22	**23.4**	20	22	**21**
5-Veal, roast, forequarter.... "	25	28	22-25	.....	25	28	.....	30	30	28	27-30	**27.5**	32	20	**26**
6-Mutton, leg roast, hind'q'ter "	28	36	32	35	28	30	25	32	35	30-35	30-35	**31.5**	36	30	**33**
7-Pork, fresh, roast, ham.... "	35	39	35-38	35	38	45	32	35	35	32	32	**35.8**	38	30	**34**
8-Pork, fresh, chops..... "	40	35	38-40	35-40	40	43	30-32	35	35	35-38	35-38	**37.6**	40	30	**35**
9-Pork, salt, mess..... "	20	34	36	.....	30	.....	.....	35	.....	30	29	**31.8**	35	25-28	**30.8**
10-Bacon, breakfast, not sliced "	46	44	45-48	40-45	48	47	45	48-50	45	50	50	**46.5**	43	45	**44**
11-Fish, fresh, good quality... "	13-20	20	9	15	8-20	14-20	18	18	25-30	15-18	15-18	**18.1**	15	28-30	**22**
12-Fish, salt, herrings.....doz	45	.....	40	30	50	25	.....	60	.....	60	60	**49.7**	90	.....	**90**
13-Salmon, canned, medium...lb.	25	28	35	25	30	30	30	30-35	35	15-40	20-40	**30.6**	28	25	**26.5**
14-Lard, pure leaf, best..... "	32	32	32-35	32	35	33	30	33	32	33.3	35	**33**	35	35	**35**
15-Eggs, new laid.....doz.	55	54	70	52-55	55	62	55	65-70	65	75	75	**62.8**	60	50	**55**
16-Eggs, storage..... "	47	48	55	48	40	.....	.....	.....	.....	.....	.....	**50.3**	45	40	**42.5**
17-Milk, delivered.....qt.	10	10	10	8.3	11-12	14	10	15	12.5	14.3	14.3	**11.6**	13	12.5	**12.8**
18-Butter, dairy solids.....lb.	a48	46	50	.....	48	50	45	48	49	48.2-	48.2	**48**	.....	40	**40**
19-Butter, creamery prints.... "	50	48	53	50	50	52	48-50	50	53	55	55	**51.2**	52	50	**51**
20-Cheese, old..... "	35	32	32	35	34	36	30	33-35	.....	30	30	**33.5**	38	35	**36.5**
21-Cheese, new..... "	30	30	30	30	32	35	30	30	35	30	30	**30.6**	30	.....	**30**
22-Bread, plain, white..... "	6.7	7.3	7.3	7.3	6.7	7.3	6.7	8.7	8	8.3	8.3	**7.3**	6.4	7.2	**6.8**
23-Flour, family..... "	6	5.8	6.4	6.2	6.6	6.8	6	6.8	6.8	6.2	6.2	**6.4**	6.2	6.4	**6.3**
24-Rolled oats, standard..... "	6.3	6.3	8.3	7	8	8.3	6.3	7	6.5	7.5	7.5	**7**	6.5	6.7	**6.6**
25-Rice, medium..... "	10	8	10	10-12½	8	10-12	10	10	12.5	8.3	8.3	**9.9**	10	6	**8**
26-Rice, Patna..... "	12.5	10	13	15	10	12.5	12.5	15	15	10	8-12	**12.1**	12	10	**11**
27-Tapioca, medium pearl..... "	18	15	18	15	18	18	15	18	18	15	12.5	**17.3**	17.5	12	**14.8**
28-Tomatoes, canned 3's.....can	25	25	25	25	25	30.	25	23-25	25	20	20	**24.9**	25	25	**25**
29-Peas, canned 2's..... "	20	20	20-25	20	20	24	20	20	20	15	15	**19.6**	17	18	**17.5**
30-Corn, canned 2's..... "	25	20	25	25	25	25	20	22	23	20	20	**23**	22	18	**20**
31-Beans, common..... "	17	15	18	20	20	20	15	20	18	15	15	**16.7**	12.5	12.5	**12.5**
32-Apples, evaporated..... "	20	.....	.....	15	.....	20	.....	18	18	20-25	20-25	**18.4**	17.5	18	**17.8**
33-Prunes, medium..... "	15	15	20	18-20	15	18	17	18	18	15	15	**17.4**	14	18	**16**
34-Sugar, granuated..... "	10	11.1	11.1	10	10	11	10	10	11.1	11.1	11.1	**10.6**	10.5	11.1	**10.8**
35-Sugar, yellow..... "	9.1	10	10	9.1	9.1	10.5	10	10	10	10	10	**9.8**	10	10	**10**
36-Tea, black, medium..... "	50	50	50	55	50-70	50-60	55	50	55	50-75	55-75	**53.4**	35	55	**45**
37-Tea, green, medium..... "	40	55	50	55	45-50	50-60	50	50	40	45-65	50-65	**49**	35	45	**40**
38-Coffee, medium..... "	40	45	45	40	40	35-40	40	45	40	40-50	40-50	**40.2**	28	40	**34**
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.50	$2.25	$2.50	$2.35	$2.50	$2.50	$2.00	$3.00	$2.75	$2.25	$2.25	**$2.33**	$2.10	$2.25	**$2.18**
40-Vinegar, white wine, XXX, per quart.....	.10	.10	.13	.125	.10	.10	.125	.10	.15	.15	.15	**.116**	.09	.15	**.12**
41-Starch, laundry, per pound.....	.125	.13	.15	.09	.14	.10	.15	.15	.15	.15	.15	**.132**	12.5	.15	**.138**
42-Coal, anthracite, stove size, per ton of 2,000 lbs.....	10.00	11.00	11.00-12.00	12.00	10.00	10.00	10.00-10.50	12.50	11.00	10.50	10.00	**10.74**	12.50	13.50	**13.00**
43-Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	10.00	10.00	10.00	9.50	8.50	.....	.....	11.00	10.50	10.00	**10.11**	9.50-11.75	10.50	**10.57**
44-Wood, hard, best, per long cord (128 cu. ft.).....	11.00	14.00	13.50-15.00	8.50	8.00	.....	10.00-12.00	8.00	8.00	7.50-8.50	7.50-8.50	**11.48**	d9.50	d 10.50	**10.00**
45-Wood, soft, best, per long cord (128 cu. ft.).....	7.00	12.00	.....	.....	.....	.....	10.00	7.00	6.00	6.50-7.50	6.50-7.50	**8.53**	7.50	8.50	**8.00**
46-Coal oil, prime white, per gallon.....	.25	.22	.20	.18	.24	.18	.22	.25	.25	.25	.25	**.232**	.30	-25	**.275**
47-Rent, house, 6 roomed, san. conveniences, per month....	12.00	15.00	17.50-25.00	15.00-22.00	15.00-18.00	22.00	10.00-13.00	22.00	20.00-25.00	15.00-25.00	15.00-25.00	**18.15**	25.00	18.00-20.00	**22.00**
48-Rent, house, 6-roomed, no san. conveniences, per mo.....	8.00	10.00	12.00-17.00	8.00-12.00	10.00-12.00	16.00	7.00-10.00	14.00	13.00-15.00	10.00-15.00	10.00-15.00	**12.80**	17.50	12.00-15.00	**15.80**

d Poplar, jackpine, tamarac, etc. *e* Natural gas. *f* Lignite. *g* Calculated from the price per 100 lbs.

CANADA, AT THE MIDDLE OF JANUARY, 1918.—Concluded

Saskatchewan				Alberta					British Columbia								Average (*all cities*)	
Regina	Prince Albert	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
35	30	32	**32.3**	35	28	32	34	**32.3**	32	35	32	30–35	32	30	32	**32.2**	**31.9**	1
25	25	30	**26.7**	30	25	28	28	**27.8**	28	30	28	25–30	27–30	25	28	**27.9**	**28.9**	2
25	25	30	**26.7**	27	23–28	28	26	**26.6**	26	28	28	25	28	24	25	**26.3**	**26.3**	3
18	25	28	**23.7**	22	17.5	22	22	**20.9**	22	20–25	23	22	20–22	20	22	**21.8**	**22.5**	4
25	25	30	**26.7**	30	23	.....	35	**29.3**	30	25–30	25–28	30	28–30	25	28	**28.0**	**25.3**	5
35	30	30	**31.7**	35	35	38	35	**35.8**	35	35	35	35	40	40	32	**36.0**	**31.2**	6
32	25	28	**28.7**	35	32	36	30	**33.3**	35	35	35	30–35	30–34	32	30	**33.1**	**33.1**	7
35	30	28	**31.0**	35	38	36	30–35	**35.4**	32	38–40	35–40	30–35	35–45	32	35	**35.4**	**34.9**	8
.....	23	25	**24.0**	25	32	34	.....	**30.3**	35	35	35	25	.....	32	20	**30.3**	**31.3**	9
50	45	45	**46.7**	45	45–50	42	45	**44.9**	45	50–55	40–45	45	44	43	45	**45.3**	**44.8**	0
27	15–25	20	**22.3**	25	28	25	25	**25.8**	25	25	25	20	25	15–17	15	**23.0**	**18.4**	11
1.00	.....	75	**87.5**	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	.....	.....	12
35–40	30	25	**30.8**	15	25–35	35	.....	**26.7**	25	33	33	25	25	25	30	**28.0**	**29.7**	13
35	35	30	**33.3**	30	28	35	35	**32.0**	35	33.3	33	35	28	32	31	**32.5**	**33.3**	14
45	50	.....	**47.5**	65	60	75	80	**70.0**	65	75	75	65	75	65	75	**70.7**	**63.3**	15
.....	.....	50	**50.0**	50	50	.....	60	**53.3**	45	60	59	.....	55	50	50	**53.2**	**51.2**	16
14	12.5	14.3	**13.6**	14.3	12.5	12.5	12	**12.8**	14.3	14.3	15	14.3	12.5	14.3	12.5	**13.9**	**11.9**	17
40	45*a*	45	**43.3**	45	45	45	*a*50	**46.3**	.....	55	46	50	40	48	45	**47.3**	**46.9**	18
45	50	50	**48.3**	50	50	50	55	**51.3**	50	55	52	55	49	60	55	**53.7**	**51.2**	19
35	35	35	**35.0**	25	30	30	35	**30.0**	.....	35	.....	35	35	35	32	**34.4**	**33.3**	20
35	.....	.....	**35.0**	25	.....	30	35	**30.0**	30	.....	30	.....	32	29	32	**30.6**	**30.4**	21
8.3	7.3	8.3	**8.0**	7	6.7	8	8.3	**7.5**	9.5	8.3	10	8.9	8.9	8.9	10	**9.2**	**7.6**	22
6.6	6.2	6.4	**6.4**	6	6.2	6	6.4	**6.2**	6.2	6.5	6.4	5.8	6.4	6	6	**6.2**	**6.5**	23
7.5	7	5.8	**6.8**	5	5.6	7.5	7.5	**6.4**	7.5	8.1	6	6	8	7	6	**6.9**	**7**	24
8.3	8.3	10	**8.9**	8.5	10	9	12.5	**10.0**	10	10	10	11	10	9	10	**10.0**	**9.8**	25
12.5	10	.....	**11.3**	.....	12.5	12.5	.....	**12.5**	.....	15	.....	.....	.....	9	.....	**12.0**	**12.1**	26
15	12.5	15	**13.2**	15	17.5	18	17.5	**17.0**	17.5	12.5	16	17.5	16	17	15	**15.9**	**17.2**	27
25	25	20	**23.3**	25	23	22.5	27.5	**24.5**	20	22.5	21	20	22	20	20	**20.8**	**24.7**	28
20	20	15	**18.3**	20	20	17.5	20	**19.4**	17.5	15	16	17.5	18	20	20	**17.7**	**19.5**	29
20	20	20	**20.0**	25	23	25	25	**24.5**	25	25	21	25	25	23	20	**23.4**	**23.1**	30
20	15	15	**16.7**	15	12.5	16.7	20	**16.1**	12.5	15	15	20	14	15	15	**15.2**	**16.7**	31
15	15	15	**15.0**	20	30	30	30	**27.5**	15	20	18	15	22	15	20	**17.9**	**19.7**	32
17.5	20	15	**17.5**	17.5	17.5	17	20	**18.0**	15	20	17	15	15	15	15	**16.0**	**17.3**	33
10.8	11	11.1	**11.0**	*10.8	12.5	12.5	11.5	**11.8**	11.1	11.3	10.7	10	10	11.1	11.1	**10.8**	**10.7**	34
11.1	10	10	**10.4**	12.5	12.5	11.1	12	**12.0**	10	10	10	10	9.1	11.1	10.5	**10.1**	**9.9**	35
50–60	55	50	**53.3**	30	45–50	50	50–55	**45.0**	40	45–55	40	50	40	45	50	**45.0**	**50.1**	36
50–60	55	50	**53.3**	40	50	40	55	**46.3**	40	50	37	50	40	45	50	**44.6**	**48.3**	37
45–50	45	40	**44.2**	40	35–50	35–40	40–45	**40.6**	37.5	40	33	40	40	40	40	**38.6**	**40.5**	38
$2.25	$1.65	$2.25	**$2.05**	$2.85	$1.90	$1.95	*g*$2.70	**$2.35**	*g*$2.03	*g*$2.03	*g*$1.80	*g*$1.50	*g*$1.45	*g*$1.58	*g*$1.58	**$1.71**	**$2.18**	39
.15	.15	.15	**.15**	.20	.15	.15	.20	**.175**	.30	.20	.18	.15	.25	.15	.20	**.204**	**.134**	40
.15	.15	.15	**.15**	.125	.12½–.15	.15	.18	**.148**	.15	.15	.16	.10	.13	.14	.15	**.14**	**.137**	41
.....	15.00	14.75	**14.88**	*e*	.....	5.75–7.50	.....	**6.68**	.....	.....	.....	.....	.....	.....	.....	.....	**11.59**	42
9.75	*g*7.50–10.00	8.50	**9.00**	*e*	*f*4.75–5.00	5.75–7.50	6.00	**5.85**	3.25–9.50	9.50	9.50	9.00	8.50	7.50–8.50	*h*5.75–6.00	**7.82**	**8.94**	43
10.00*d*	7.00*d*	.....	**8.50**	*e*	4.00*d*	5.00*d*	7.00*d*	**5.33**	.....	7.50*d*	.....	.....	.....	.....	.....	**7.50**	**10.19**	44
9.00	6.00	8.00	**7.67**	*e*	4.00	4.50	9.75	**6.08**	9.00	7.50	7.50	7.00	4.50–5.63	6.50	.....	**7.10**	**7.55**	45
.30	.30	.35	**.317**	.35	.30	.15	.30	**.275**	.40	.50	.40	.30	.30	.35	.30	**.364**	**.258**	46
30.00	15.00	20.00	**21.67**	20.00	22.00	25.00–35.00	18.00–20.00	**22.75**	20.00	17.00	22.50	15.00	20.00	12.00–16.00	15.00–20.00	**18.00**	**18.01**	47
10.00–15.00	10.00	10.00	**10.83**	12.50	12.00	15.00–25.00	10.00	**13.63**	18.00	9.00	15.00	10.00	17.00	.....	12.00–15.00	**12.36**	**12.21**	48

*in 20 lb. bags. *h*Including $1.00 per ton for delivery.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA.

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1916	Jan. 1914	Jan. 1915	Jan. 1916	Jan. 1917	Dec. 1917	Jan. 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	46.4	47.2	47.2	52.8	62.4	63.8
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	32.6	32.8	32.4	34.8	43.4	45.0
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	16.6	17.6	17.8	20.3	24.7	25.3
Mutton, roast, hindq'r	1 "	11.8	12.2	16.8	18.0	17.8	19.1	23.3	20.9	20.4	21.1	24.8	30.4	31.2
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	20.6	19.0	19.9	24.6	32.7	33.1
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	36.2	35.8	36.0	44.8	62.4	62.6
Bacon, breakfast	1 "	15.4	17.8	24.5	23.8	22.5	24.7	28.8	24.8	25.1	26.7	31.2	44.6	44.8
Lard, pure leaf	2 "	26.2	28.2	40.6	36.0	35.6	38.4	40.4	37.2	35.6	36.6	48.6	65.8	66.6
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	45.5	45.5	46.4	56.9	60.8	63.3
Eggs, storage	1 "	20.2	23.4	28.4	27.9	31.2	28.1	32.7	33.4	34.9	36.1	45.3	50.7	51.2
Milk	6 qts.	36.6	39.6	48.0	49.2	49.8	51.6	52.6	55.2	55.2	52.2	59.4	70.8	71.4
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	58.0	68.7	61.0	61.8	66.6	88.4	94.8	93.8
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	35.9	35.0	38.1	48.9	51.3	51.2
Cheese, old	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	21.3	22.5	24.4	30.5	33.2	33.3
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	19.6	20.5	22.4	28.8	30.3	30.4
Bread, plain, white	15 "	55.5	58.5	66.0	64.5	60.0	61.5	74.8	64.2	67.5	66.0	91.5	112.5	114.0
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	32.0	39.0	37.0	53.0	65.0	65.0
Rolled oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	21.5	24.5	24.0	27.0	33.5	35.0
Rice, good, medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	12.0	12.2	12.0	13.6	19.2	19.6
Beans, handpicked	2 "	8.6	9.7	10.8	10.4	11.6	12.4	19.5	11.8	13.2	16.9	24.4	32.6	33.4
Apples, evaporated	1 "	8.9	7.7	11.5	13.8	13.5	12.0	13.4	12.4	12.1	12.5	14.6	17.5	19.7
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	12.2	12.9	12.7	13.6	16.6	17.3
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.8	35.8	22.8	30.8	31.2	36.8	43.2	42.8
Sugar, yellow	2 "	10.0	8.8	10.8	11.0	12.0	11.0	16.6	10.2	14.0	14.4	17.0	20.0	19.8
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	9.1	9.6	9.7	10.1	12.5	12.5
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	9.2	9.6	10.0	10.1	11.9	12.1
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	8.3	9.4	9.8	9.5	9.9	9.8	9.9	10.1	10.1
Potatoes	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	58.7	38.0	31.7	47.0	64.7	70.7	72.7
Vinegar, white wine	½ "	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.8	.8
All Foods	.....	$5.48	$5.96	$6.95	$7.14	$7.34	$7.34	$8.78	$7.73	$7.97	$8.28	$10.27	$12.24	$12.42
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	⅓ lbs.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	3.3	3.3	3.2	3.5	4.5	4.6
Coal, anthracite	$\frac{1}{16}$ ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	54.1	54.1	53.2	64.0	69.8	72.4
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	37.1	38.0	36.9	47.7	55.6	55.9
Wood, hard	" cord	32.6	35.3	38.8	41.4	41.3	42.5	42.9	42.9	42.5	41.6	45.7	60.8	63.7
Wood, soft	" "	22.8	25.5	29.4	30.0	30.0	30.8	30.8	32.1	31.2	30.7	32.7	44.0	47.2
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	23.9	23.7	23.0	23.2	25.6	25.8
Fuel and lighting	.....	$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	$1.90	$1.90	$1.85	$2.13	$2.56§	$2.65
Rent	.....	$2.37	$2.89	$4.05	$4.05	$4.60	$4.75	$4.04	$4.83	$4.37	$3.98	$4.03	$4.45‡	$4.50†
Grand Total	.....	$9.37	$10.50	$12.79	$13.00	$13.79	$14.02	$14.73	$14.43	$14.27	$14.14	$16.46	$19.30	$19.61

*December only. ‡Halifax and Saskatoon omitted. †Saskatoon omitted. §Revised.

Hat, Edmonton, Calgary, Lethbridge, and Vancouver, but declined at Galt, Nelson, Trail, New Westminster, and Nanaimo. Storage eggs were higher at Fredericton, Hull, St. Catharines, Brantford, St. Thomas, Brandon, Edmonton, Calgary, and Lethbridge, but declined at Sherbrooke, Woodstock, Stratford, and Regina. Milk declined at Moncton, but advanced at Sorel, St. Hyacinthe, Hull, Guelph, Medicine Hat. Dairy butter was lower at Charlottetown, St. John, Newcastle, Hull, Brockville, Orillia, Galt, Guelph, Kitchener, and Vancouver, but advanced at Three Rivers, Brantford, and Victoria. Creamery butter declined at Charlottetown, Ottawa, Toronto, Hamilton, Brantford, London, Owen Sound,

Winnipeg, and Brandon. Cheese was higher at St. John, Chatham, Windsor, Hull, Galt, Windsor, but was lower at Kingston, St. Catharines, and Medicine Hat.

Bread was higher at Moncton, Newcastle, St. Johns, and Brockville. At Brantford some bakers were selling at lower prices after the middle of December. Rolled oats advanced at Westville, Fredericton, Three Rivers, Sherbrooke, Toronto, Galt, London, Prince Albert, Fernie, and Nelson.

Rice was higher at Westville, Charlottetown, Montreal, Niagara Falls, Edmonton, Calgary, St. John, Brantford, and Regina. Tapioca was higher at St. John, Sherbrooke, St. Hyacinthe, Montreal, Ottawa, Brockville, Niagara Falls, St. Catharines, Owen Sound, Edmonton, and Victoria.

Canned tomatoes were higher at Charlottetown, St. John's, Cobalt, Lethbridge, but declined at Toronto, Chatham. Canned peas were higher at Charlottetown, Fredericton, Three Rivers, St. Johns, Hull, London, and Windsor. Canned corn advanced at St. John's, Hull, Ottawa, Galt, Medicine Hat, but declined at St. John and Toronto. Beans were higher at Moncton, Fredericton, St. Catharines, Cobalt, Brandon, Prince Albert, but declined at Woodstock. Evaporated apples advanced at Halifax, Moncton, Fredericton, Newcastle, Quebec, Three Rivers, St. Hyacinthe, St. John's, Hull, Ottawa, Windsor, Cobalt, Port Arthur, Fort William, Edmonton, Calgary, Lethbridge, 30c per pound being reached in these three cities and also in Three Rivers. Prunes advanced at St. John, Quebec, St. John's, Windsor, Owen Sound, Prince Albert, but declined at Fredericton and Brantford.

Sugar declined at Hull, Woodstock, Chatham, Regina, and New Westminster, but advanced at St. John's, Kingston, and Stratford.

Potatoes declined at Halifax, St. John, Hamilton, Brantford, Kitchener, St. Thomas, and New Westminster, but advanced at Moncton, Fredericton, Newcastle, Toronto, St. Catharines, Chatham, Windsor, Cobalt, Sault Ste. Marie, Winnipeg, Prince Albert, Medicine Hat, Edmonton, Lethbridge, Fernie, and Trail.

Anthracite coal averaged higher in Quebec and Ontario. Bituminous coal averaged higher in Quebec, Ontario, Alberta, and British Columbia, but was lower in Manitoba. Wood was also upward.

Wholesale Prices.

Grains and fodder.—Prices for wheat were unchanged at the levels fixed in the autumn. Barley rose to $1.49 per bushel at Winnipeg and to $1.48-1.50 at Toronto. Oats rose to 90c at Winnipeg and Toronto. Flaxseed reached $3.21 per bushel. Peas were steady at $3.70-3.80, and rye at $1.78. Hay rose to $15.50 at Montreal. Baled straw was easier at Toronto. Bran declined to $35.00, and shorts to $40.00 at Toronto, being fixed by the Food Controller.

Animals and meats.—Western cattle rose to $11.75 per hundred pounds, and at Toronto the best cattle reached $12.75. Beef rose to $23.00 per hundred pounds for hindquarters. Veal also rose, the best being up to $23.50. Live hogs rose to $18.25 at Toronto, and dressed hogs reached $24.00. Bacon, ham and salt pork were steady. Lard advanced to 29c per pound. Sheep advanced to $15.50, but eased off. Chickens rose to 33c per pound, and fowl reached 29-30c. Turkeys were also high at 35-36c.

Dairy products. — Creamery butter reached 47½c per pound at Montreal and 48c at Toronto. Dairy prints declined from 35-42c to 30-37c. Eggs were higher at Montreal, the best rising from 65-70c to 70c. Storage eggs rose from 44-48c per dozen to 49-53c. Milk was up from 40c to 45c per gallon at Victoria.

Fish.—The export markets for Porto Rico and Europe were very strong, but transportation to Europe was difficult to obtain. The supply of salt fish was very light, there being very few herrings and practically no mackerel.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR JANUARY, 1918, DECEMBER, 1917, AND JANUARY, 1917, 1916, 1915, 1914 AND 1913

(Average price 1890–1899—100.)

	Number of commodities	INDEX NUMBERS						
		*Jan. 1918	*Dec. 1917	*Jan. 1917	Jan. 1916	Jan. 1915	Jan. 1914	Jan. 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	405.2	392.6	270.1	189.5	203.6	140.5	146.2
Grains, Western	4	329.7	312.2	258.6	174.0	182.2	117.1	112.9
Fodder	5	268.1	221.3	193.1	176.5	184.9	160.5	157.1
All	15	319.3	314.1	258.7	181.0	191.7	140.9	140.9
II.—ANIMALS AND MEATS—								
Cattle and beef	6	321.8	301.4	247.5	199.9	214.9	228.2	177.8
Hogs and hog products	6	341.2	338.6	253.6	181.5	155.0	176.7	172.8
Sheep and mutton	3	279.6	268.8	223.5	189.4	149.5	162.3	123.3
Poultry	2	364.8	327.1	280.2	240.7	179.4	192.9	194.3
All	17	336.3	311.8	249.2	196.3	177.9	194.2	168.4
III.—DAIRY PRODUCTS	9	260.1	253.9	233.3	186.7	177.5	179.9	172.6
IV.—FISH—								
Prepared fish	6	241.6	241.6	186.4	151.8	160.6	151.7	160.5
Fresh fish	3	242.9	234.0	178.7	187.3	158.6	158.4	171.5
All	9	242.0	207.9	183.8	163.7	160.0	153.9	164.2
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	1	229.8	254.0	229.8	183.8	110.3	137.9	110.3
Fresh fruits, foreign	3	133.2	146.8	104.5	100.6	85.5	93.4	94.7
Dried fruits	4	251.1	250.5	200.4	143.0	120.8	116.8	113.2
Fresh vegetables	5	349.8	329.3	373.7	269.2	137.4	164.8	156.4
Canned vegetables	3	246.9	246.9	181.7	103.3	101.2	97.7	125.2
All	16	257.7	255.2	234.9	169.6	115.1	125.2	125.3
(b) Miscellaneous groceries—								
Breadstuffs	10	264.7	260.9	200.9	147.0	147.4	123.3	126.2
Tea, coffee, etc	4	153.9	153.9	138.7	126.5	115.2	110.3	118.2
Sugar, etc	6	230.9	240.5	180.9	153.7	134.8	106.3	111.0
Condiments	5	209.3	199.1	153.5	136.4	118.3	102.3	96.9
All	25	227.7	226.5	176.7	143.2	133.4	112.9	115.4
VI.—TEXTILES—								
Woollens	5	369.2	369.2	242.0	204.2	151.3	137.5	124.3
Cottons	4	287.2	272.0	187.8	145.4	120.1	145.2	145.6
Silks	3	130.9	130.0	115.0	100.6	84.4	93.8	85.9
Jutes	2	615.9	615.9	385.1	267.6	153.2	242.8	203.2
Flax products	4	388.4	388.4	243.3	198.1	133.2	115.1	117.0
Oilcloths	2	173.7	173.7	139.8	125.6	101.1	104.6	104.7
All	20	326.0	322.8	216.4	174.2	126.1	135.2	127.3
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow	4	277.2	307.9	351.9	230.7	207.5	194.0	184.7
Leather	4	271.5	271.5	268.5	176.2	163.5	151.4	152.7
Boots and shoes	3	229.0	229.0	221.1	166.9	158.3	155.7	146.5
All	11	261.8	273.1	285.9	193.5	178.1	168.1	162.6
VIII.—METAL AND IMPLEMENTS—								
Iron and steel	11	284.8	281.1	186.9	128.9	100.3	102.9	105.8
Other metals	12	242.9	240.5	232.9	262.4	124.0	124.7	136.8
Implements	10	199.1	199.1	156.5	116.6	107.5	106.6	105.6
All	33	243.6	241.8	194.4	173.6	111.1	112.3	117.6
IX.—FUEL AND LIGHTING—								
Fuel	6	207.4	207.4	201.6	144.3	119.6	127.5	153.6
Lighting	4	117.3	114.0	96.9	88.5	92.5	92.7	89.9
All	10	171.4	170.0	159.7	122.0	108.9	113.6	128.0
X.—BUILDING MATERIALS—								
Lumber	14	231.9	231.9	185.8	178.1	178.0	183.5	74.7
Miscellaneous materials	20	208.7	209.1	179.6	132.4	108.2	114.0	113.5
Paints, oils and glass	14	263.2	261.2	213.0	193.9	142.9	140.2	145.1
All	48	232.6	230.9	191.1	163.7	138.7	141.9	140.6
XI.—HOUSE FURNISHINGS—								
Furniture	6	207.3	207.3	177.5	143.6	146.7	147.1	139.4
Crockery and glassware	4	237.5	237.5	209.0	178.8	144.8	133.9	118.0
Table cutlery	2	150.7	150.7	132.2	126.6	78.4	72.4	72.4
Kitchen furnishings	4	208.5	208.5	155.4	129.3	123.4	124.6	120.4
All	16	208.1	208.1	168.9	146.7	131.9	128.8	120.9
XII.—DRUGS AND CHEMICALS	16	290.6	276.1	236.7	250.4	135.0	111.1	113.3
XIII.—MISCELLANEOUS—								
Raw furs	4	511.5	465.4	399.5	269.6	121.8	226.5	358.0
Liquors and tobaccos	6	171.6	169.8	167.2	136.7	137.9	138.8	135.1
Sundries	7	200.8	196.8	155.5	135.1	113.6	109.3	116.5
All	17	263.6	250.5	216.4	167.3	124.1	147.3	179.9
All commodities	262†	257.1	253.5	208.1	172.1	138.9	136.5	137.1

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

Other foods. — Winter apples were easier and bananas and lemons were lower. Prunes were higher at 12¾c per pound, but raisins were easier at 6-10½c. Onions were up to $3.50 per hundred pounds. Potatoes rose to $2.25 per bag at Toronto and $2.50 at Montreal. Soda biscuits rose from 12c to 13c per pound. Oatmeal advanced to $5.75-6.50 per bag. Sugar was 10c to 40c per hundred pounds cheaper. Molasses advanced to 89c per gallon. Cream of tartar and salt were higher.

Textiles. — Raw cotton was up to 32.6c per pound and coloured cottons averaged higher. Silk thread advanced.

Hides, leathers, boots and shoes. — Beefhides, calfskins and horsehides declined. In the leather market heavy grades were reported scarce, but in light grades the supply was better. The demand for the manufacture of harness was strong, but boot manufacturers were buying heavily.

Metals and implements.—Tin plates, scrap iron and cast steel advanced. Quicksilver and silver were lower.

Fuel and lighting.—Coal and coke were steady, but calcium carbide advanced.

Building materials.—In lumber, a fairly good demand was reported in Ontario and old stocks had been pretty well cleaned up. The demand for lath was improved. It was reported that the Ontario cut would not be above 60 per cent of that in the previous year. At St. John the market was quiet, but the stocks were low. Montreal reported a good demand for export to the United States. Iron pipe eased off, also roofing pitch, red lead and copper wire. Sash cord and cement were higher. Linseed oil, putty, shellac, and turpentine were higher, but white lead was lower.

Drugs and chemicals. — Alcohol, opium and soda ash were higher.

Miscellaneous.—In raw furs, mink advanced to $8.50 per skin; raccoon to $3.75, and skunk to $5.50. Malt advanced to $1.75 per bushel. Rubber, raw, rose to 49c per pound. Soap was also higher.

Prices in Other Countries

In the United Kingdom the Ministry of Labour reported a slight average increase in the retail cost of foods on January 1 as compared with December 1, so that the level was 106 per cent above that on July, 1914. The chief changes were an advance in butter and a fall in tea. The Board of Trade index number of wholesale prices was reported as shown in the accompanying table by groups.

BRITISH BOARD OF TRADE INDEX NUMBERS OF WHOLESALE PRICES

	1917	1916	1915	1914	1913	1912
Coal and metals.....	182.0	165.8	116.7	86.7	92.5	84.9
Textiles (raw materials)	270.1	180.1	119.8	128.8	135.0	119.6
Food, Drink and Tobacco.....	246.1	189.4	154.1	120.9	117.7	119.9
Miscellaneous	256.0	204.0	143.8	111.3	109.4	110.1
All.....	242.9	186.5	143.9	117.2	116.5	114.9

The index number of the *Economist* at the end of January showed a decline, both the cereals and meat groups and the minerals group being lower.

In the United States, wholesale prices were higher at the beginning of January, new high records being reached. Grain was upward, also two grades of leather, textiles, tin, coal, and coke, window glass, hops, and tobacco, while there were lower levels in livestock, fruits, naval stores, and chemicals and drugs. In provisions, milk, butter and eggs were higher, but beef and hogs were down.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES.

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria*b* 18 foods Vienna	Germany*b* 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910...	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	82
1916...	8.79	.....	1506	1268	.....	.....	.....	167	.....	.....	100
1914											
Jan....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	91
April...	7.50	.....	1162	.....	.....	.....	96.2	113*c*	111	.....	85
July..	**7.42**	**100**	**1164**	**1070**	**100**	**100**	**94.3**	.....	**113**	**100**	**90**
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	121*c*	115	103	93
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	91
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	87
July...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	88
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	90
1916											
Jan....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	94
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	96
July...	8.45	161	1516	1276	.....	217.6	124.6	170	199*d*	142*	97
Oct....	9.30	168	1454	1289	.....	209.4	124.2	179	206*d*	152*	106
1917											
Jan....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	112
Feb....	10.46	189	1462	1346	.....	.....	145.6	187	.....	166	117
March .	10.70	192	1462	1346	.....	.....	151.5	191	230*d*	170	117
April...	10 77	194	1473	1357	.....	.....	154.6	192	240*d*	175	127
May...	11.82	198	1473	1367	288.3	.....	157.7	203	257*d*	175	133
June...	11.89	202	1473	1365	311.6	.....	162.1	208	.....	175	131
July...	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	128
Aug...	11.68	202	1502	1363	273.2	.....	168.2	.....	266*d*	181	130
Sept....	11.65	206	1506	1376	.....	.....	177.0	.....	.....	187	134
Oct....	11.81	202	.....	1392	.....	.....	.....	.....	.....	192	138
Nov....	12.10	206	.....	.....	.....	.....	.....	.....	.....	.....	136
Dec....	12.24	205	.....	.....	.....	.....	.....	.....	.....	.....	.....
1918											
Jan...	12.42	206	.....	.....	.....	.....	.....	.....	.....	.....	.....

a. January-March, 1914. *b*. British Labour Gazette. *c*. January-July, 113; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

Number of Commodities.	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales.	Commonwealth	
	172	44	45	294	25*b*	96	200	22*b*		92	92
1890..	110.3	102.2	72	66	109.252	.....	91.56*a*	43.4	.....	.....	1053
1895..	95.6	87.6	62	57	94.604	6.4346	81.51	42.0	.....	.....	760
1900..	108.2	110.5	75	65	99.388	7.8889	91.41	44.2	1000*c*	.....	894
1905..	113.8	103.2	72	69	110.652	8.0987	98.31	.....	.....	.....	910
1910..	124.2	113.2	78	81	137.172	8.9881	119.17	59.3	1205	.....	1003
1916..	182.0	196.3	137	100	175.720	11.8236	148.80	74.9	1873	.....	1504
1914											
Jan...	136.5	119.0	83.5	81	142.452	8.8857	124.528	58.2	1337	.....	1085
April..	136.7	117.5	82.3	80	141.120	8.7562	119.791	57.7	1389	.....	1113
July..	134.6	116.6	82.4	80	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	80	150.245	9.2416	123.351	62.9	1303	.....	1229
1915											
Jan...	138.9	136.5	96.4	80	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	81	154.94	9.7753	125.090	67.8	1487	1362	1660*
July..	150.2	149.1	106.4	82	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	82	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan...	172.0	174.5	123.6	89	150.20	10.9613	137.666	65.6	1677	1300	1502*
April..	179.1	190.5	134.2	94	164.61	11.7550	145.690	71.3	1878	1297	1493*
July..	178.8	191.1	130.5	97	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct...	187.2	208.7	141.5	108	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan...	208.1	225.1	159.3	122	208.88	13.7277	169.562	87.4	2049	1330	1525*
Feb...	217.3	230.5	164.0	126	229.33	13.9377	176.273	90.5	2064	1330	.....
March	220.6	240.9	169.0	130	239.00	14.1360	186.244	96.4	2061	1344	.....
April..	228.7	244.5	173.0	139	262.50	14.5769	190.012	109.2	2049	1361	1587*
May..	240.0	246.0	175.0	147	288.16	15.1203	208.435	118.5	2089	1371	.....
June..	242.7	256.6	181.2	150	276.53	15.4680	211.585	114.2	2078	1441	.....
July..	242.6	254.4	176.9	151	265.20	16.0680	211.950	116.4	2083	1483	.....
Aug..	245.0	257.1	175.7	151	267.59	16.3935	218.779	117.9	2128	1517	.....
Sept...	243.2	256.1	176.4	149	276.80	16.6441	215.010	119.4	.....	1519	.....
Oct....	242.6	259.1	180.6	.....	280.205	16.9117	219.679	120.1	.....	.....	.....
Nov...	247.3	262.2	182.9	.....	276.804	17.0710	220.750	119.9	.....	.....	.....
Dec...	253.5	265.7	185.1	.....	279.248	17.5966	220.172	121.4	.....	.....	.....
1918											
Jan...	257.1	262.9	.....	.....	278.696	17.9636	222.175	118.9	.....	.....	.....

a July of each year. *b*. Foods. *c*. 1901-1000—. *Quarter beginning that month.

FAIR WAGES CONTRACTS, JANUARY, 1918

DURING January the Department of Labour received for insertion in the *Labour Gazette* information relative to eight fair wage contracts. Of these contracts, four were awarded by the Department of Public Works and four by the Department of Railways and Canals. Five of the contracts contained the usual fair wage clause, while the remaining three contained fair wage schedules.

DEPARTMENT OF RAILWAYS AND CANALS.—Construction and completion of an extension to the ice-house at Chaudiere Junction, P.Q., on the line of the Intercolonial Railway. Name of contractor, A. J. Morin, Wolfe, P.Q. Date of contract, December 27, 1917. Amount of contract, $4,350.

DEPARTMENT OF RAILWAYS AND CANALS.—Construction and completion of several buildings at Port Borden, Prince Edward Island Railway. Name of contractor, Peter G. Clarke, Summerside, P.E.I. Date of contract, January 22, 1918. Amount of contract, $2,280.

DEPARTMENT OF PUBLIC WORKS. — Post office fittings in public building, Faubourg St. Jean, Quebec, Que. Name of contractor, Jos. Bourque, Hull, Que. Date of contract, January 11, 1918. Amount of contract, $1,250.

DEPARTMENT OF PUBLIC WORKS. — Supply of 125 four-cap drawer vertical filing sections, No. 22CV. (S-1945) for Dominion Public Buildings, Ottawa, Ont. Name of contractors, Office Specialty Manufacturing Company, Limited, Ottawa, Ont. Date of contract, January 25, 1918. Amount of contract, $5,600.

DEPARTMENT OF PUBLIC WORKS. — Alterations and additions to plumbing and heating system in public building, Cayuga, Ont. Name of contractor, T. J. Minnes & Company, Brantford, Ont. Date of contract, December 31, 1917. Amount of contract, $2,196.

The fair wage clause obtaining in such cases was inserted in the above contracts.

DEPARTMENT OF RAILWAYS AND CANALS.—Construction and completion of a one stall frame engine house at Thorburn, N.S., on the line of the Intercolonial Railway. Name of contractor, James W. Douglas, New Glasgow, N.S. Date of contract, January 22, 1918. Amount of contract, $3,625.

Trade or class of labour.	Rate of wages Not less than
Carpenters and joiner	$0.40 per hour, 9 hours per day
Concrete workers	0.30 " 9 " "
Plumbers	0.40 " 9 " "
Tinsmiths	0.40 " 9 " "
Lathers	0.35 " 9 " "
Labourers	0.25 " 9 " "
Masons	0.50 " 8 " "
Bricklayers	0.50 " 8 " "
Painters and glaziers	0.40 " 8 " "
Plasterers	0.45 " 8 " "
Stonecutters	0.50 " 8 " "
Structural iron workers	0.40 " 9 " "
Electricians	0.37½ " 9 " "

DEPARTMENT OF RAILWAYS AND CANALS.—Construction and completion of a standard No. 4 station at Thorburn, N.S., on the line of the Intercolonial Railway. Name of contractor, James W. Douglas, New Glasgow, N.S. Date of contract, January 22, 1918. Amount of contract, $3,725.

Trade or class of labour.	Rate of wages Not less than
Carpenters and joiners	$0.40 per hour, 9 hours per day
Concrete workers	0.30 " 9 " "
Plumbers	0.40 " 9 " "
Tinsmiths	0.40 " 9 " "
Lathers	0.35 " 9 " "
Labourers	0.25 " 9 " "
Masons	0.50 " 8 " "
Bricklayers	0.50 " 8 " "
Painters and glaziers	0.40 " 8 " "
Plasterers	0.45 " 8 " "
Stonecutters	0.50 " 8 " "
Structural iron workers	0.40 " 9 " "
Electricians	0.37½ " 9 " "

DEPARTMENT OF PUBLIC WORKS. — Temporary pile protection breakwater, Port Arthur, Ont. Name of contractors, The Thunder Bay Harbour Improvement Company, Limited, Port Arthur, Ont. Date of contract, December 31, 1917. Amount of contract, schedule of prices.

Trade or class of labour.	Rate of wages Not less than the following rate:
Foreman carpenter	60c per hour, 10 hours per day.
Carpenters	50c per hour, 10 hours per day.
Blacksmith	42½ to 45c per hour, 10 hrs pr. day.
Blacksmith's helpers	32½ to 35c per hour. 10 hrs pr. day.
Engineman for pile driver	50c. per hour, 10 hours per day.
Ordinary labourers	32½c per hour, 10 hours per day.
Driver with 1 horse and cart	$4.50 per day of 10 hours.
Driver with 2 horses and wagon	$6.00 per day of 10 hours.

CHANGES IN REGULATIONS AFFECTING COAL MINERS IN CROW'S NEST PASS DISTRICT

IT will be remembered that when labour difficulties in the coal mines of the Crow's Nest Pass District were adjusted in the summer of 1917 (issue of August, 1917, page 613), it was agreed that wages should be adjusted to the cost of living, and a Commission was appointed to report on the cost of living every four months, so that the proper adjustment might be effected. The first report of the Commission, which covered the period April 1 to August 1, 1917, indicated a rise of 20 cents per day in the cost of living (issue of December, 1917, page 987), and Mr. W. H. Armstrong, Director of Coal Operations, issued an order granting an increase of 20 cents a day in wages. The second report finds the increase in the cost of living from August 1 to December 31, 1917, to be .8360 cents per week or .1393 cents per day, and on this finding the Director of Coal Operations has ordered that wage rates be advanced 14 cents per day from December 1, 1917. Mr. W. H. McNeill, representative on the Commission of the Western Coal Operators' Association, in a minority report, finds that the increase in the cost of living for a family of five persons amounted to .5711 cents per week or .0951 cents per day, and that as the average family in the district consisted of three persons the increase should be .0571 cents per day.

The Director of Coal Operations has also issued a number of orders dated December 1, 1917, adjusting various questions in regard to contract rates in some of the collieries in the district. At Hillcrest, rates for loading coal under certain conditions were fixed at 90 cents per ton, and in the same colliery, owing to a change in the pitch of the seam, which rendered it impracticable to drive the entry according to specifications laid down in the original tentative agreement, it was ordered that yardage be paid in proportion to the tonnage produced and that to ascertain the tonnage, measurements should be taken in three places where the pitch of the entry was normal, and in a like number of places where the amount of yardage was in dispute. Another order fixes certain rates affecting raises and angles and brattice and pillar work at the collieries of the Franco-Canadian Company, Frank, Alberta. All orders remain in force until March 31, 1919.

PROPOSED AGREEMENT BETWEEN THE DOMINION COAL COMPANY AND ITS EMPLOYEES

LABOUR difficulties which have existed for some time between the Dominion Coal Company of Sydney, N.S., and its employees, came before the Department of Labour officially in December when the employees of the company asked for a conciliation board under the Industrial Disputes Investigation Act. Involved in the dispute was the question of increased production of coal, a matter of serious moment as the Dominion Coal Company is the largest producer of bituminous coal in the Maritime Provinces. On January 4, an arrangement was made by which Senator Robertson, vice-president of the railway telegraphers' organization, should proceed to Sydney to see what might be done to increase the output of coal from the mines operated by this company and to inquire into and assist if possible in adjusting the disputes between the company and its miners. Mr. J. C. Watters, president of the Dominion Trades and Labour Congress, who had been named by the employees in their application to the Minister of Labour for a board of conciliation as their representative on the Board, accompanied Senator Robertson on this mission.

On January 9 and 10, conferences were had with the executive board of the miners' organization, representing approximately 4,900 men, and a full statement of their grievances was received and considered. On January 11 and 12, conferences took place as between the company's officials and the employees' representatives, attended also by Senator Robertson and Mr. Watters. At these conferences ways and means to increase production by special effort on the part of both the operators and miners was discussed, and a number of suggestions with this end in view were advanced by both parties, and in a number of instances were adopted, and within a week beneficial results ensued, so that at this date the company advise that there has been an increase in the quantity of coal mined per day.

It was impossible, however, to reach an amicable adjustment of the wages dispute at Sydney, but an understanding was reached that Mr. MacDougall, general manager of the company, and Senator Robertson, would proceed to Montreal and lay the whole matter before the president, and, if necessary, the board of directors of the company.

Accordingly, on January 15, a conference was held in Montreal, at the head office of the company, and the whole situation carefully gone into, and a promise obtained from the president that a meeting of the full board of directors would be held on the sixteenth, with a view of seeing what could be done to further increase the efforts the company had formerly made in reply to the men's request for increased wages.

On January 17, the president and general manager of the company came to Ottawa and submitted to Senator Robertson a revised proposition, with a request that he go to Sydney, if possible, and submit it to the men. This was, however, impossible, on account of other engagements, and, in view of the president and secretary of the miners' committee being called to Ottawa to attend a general labour meeting on January 29, it was arranged with the miners' representatives to postpone negotiations until that date.

On January 29, negotiations were resumed at Ottawa, at the Senator's office, and, on January 30, the following memorandum of agreement was drawn up and

agreed to by the general manager, representing the company, and the president and secretary of the miners' union, as a satisfactory adjustment of all the matters in dispute, subject to acceptance by the employees concerned:

"Memorandum of proposed settlement, as agreed between the Dominion Coal Company and the committee representing the mine workers, which is subject to acceptance by the employees concerned—effective Jan. 1, 1918.

1. All men being paid less than $3 per day to receive 10 cents per day, plus 15 per cent in addition. All datal men receiving more than $3 and not more than $3.75 per day, who are not eligible to benefit by the steady work bonus, to receive 15 per cent. All datal men over $3.75 to be increased 12½ per cent.

2. Steady work bonus to be extended 10 per cent instead of 5 per cent as at present.

3. All contract rates to be granted an increase of 12½ per cent.

4. In the event of any perceptible change occurring in the cost of living, the parties to this agreement to be willing to adjust the wage scale to conform with existing conditions on July 1, 1918, and at the end of each six months' period thereafter, upon 30 days' notice.

Note.—Where the adjustment mentioned in paragraph 1 provides an increase of 10 cents per day for machine helpers the company agrees to absorb the 10 cents thus paid."

It is confidently expected that this agreement will be accepted by the employees, inasmuch as their executive officers are so recommending. The increase in cost annually to the Dominion Coal Company is approximately $900,000, and considerably more than the company felt they should be called upon to pay. The employees, on the other hand, greatly modified their original proposition, and have accepted a settlement on a basis considerably less than the rate constituting standards in other mining districts. Both parties were, in their action, impelled by patriotic motives and each entertaining reasonable respect for the justifiable contentions advanced by the other party, both made concessions that, in all probability would not, under normal conditions, have been either offered or accepted.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR DURING THE LAST QUARTER OF 1917

During the last quarter of 1917, 33 changes in rates of wages and hours of labour, affecting approximately 21,400 workpeople, were reported to the Department, as compared with 41 changes affecting approximately 22,000 workpeople, in the third quarter of 1917, and 38 changes, affecting approximately 40,500 workpeople, in the last quarter of 1916. Of the 33 changes, 26 were wage increases, without other changes, five were increases with a reduction in working hours, one a reduction in hours and one a reduction in wages. In the manufacturing and mechanical industries, eight changes were reported, affecting approximately 6,363 workpeople, of whom the great majority were in metals, machinery and conveyances. In transportation, there were seven changes, affecting 5,920 workpeople. Only three changes were reported in mining; the number of workpeople affected—8,100—was larger than in any other group.

The particulars of each change, in so far as they are known to the Department, are given in the following table:

CHANGES IN WAGES AND HOURS DURING OCTOBER, NOVEMBER AND DECEMBER, 1917

Class of workpeople affected	Firm or establisment affected	Approximate number of workpeople affected	Date from which change took effect	Particulars of change
METALS, MACHINERY AND CONVEYANCES—				
Employees	Canadian Locomotive Wks, Kingston.	1,200	Oct. 22	Increase of 10 per cent granted.
Moulders and helpers	Jas. Smart Manufacturing Co., Brockville.	40	Oct. 16	Increase of 10 per cent granted.
Employees	Dominion Steel.Co., Sydney.	4,000	Nov. 1	Increase of 10 per cent granted.
FOODS, TOBACCOS AND LIQUORS—				
Butchers and helpers	Swift Canadian Co., New Westminster.	50	Nov. 15	Hours reduced from 10 to 9 per day with an increase of 10 per cent in wages.
PRINTING AND PUBLISHING—				
Compositors	English Newspapers, Montreal.	559	Oct. 16	An increase of $3 per week on evening paper and $4.50 on morning papers.
Compositors	All offices, Saskatoon	39	Nov. 1	Increase of from $4 to $5 per week.
Pressmen (Web)	All offices, Winnipeg	30	Oct. 1	Rates advanced $1 per day.
Compositors	All offices, Ottawa	445	Dec. 17	Rated advanced from $2.50 to $4.50 per week.
TRANSPORTATION—				
Telegraphers	Quebec Central Railway, Sherbrooke	200	Oct. 1	Regular rates increased 15.5 per cent and overtime 20 per cent.
Engineers and firemen	Grand Trunk Railway, Montreal.	3,000	Oct. 1	Increase in rates and hour reduced from 10 to 8 per day.
Freight handlers	C.P.Railway, St. John	700	Nov. 20	Increase of $3 per week.
Motormen and conductors	Internationzl Transit Co., Sault Ste Marie.	20	Nov. 19	Granted an increase of 4 cents per hour.
Teamsters	Cartage Companies, Winnipeg.	250	Nov. 1	Rates advanced $2.50 per week.
Longshoremen	Steamship Companies, St. John.	1,500	Dec. 12	Increase of 5 cents per hour granted.
Teamsters	Employers, Vancouver	250	Dec. 1	Increase of 20 per cent and hours reduced from 10 to 9 and a half.
MINING, QUARRYING AND REFINING OF ORES—				
Miners, etc	Consolidated Mining Co., Trail.	1,600	Oct. 1	Rates reduced 10 cents per day.
Miners, etc	Various Companies, Drumheller Coal Fields.	4,000	Oct. 20	General increase of 20 per cent granted.
Miners	Western Fuel Co. and Can. Col., Nanaimo.	2,500	Dec. 1	Rates increased by 10 per cent.

CHANGES IN WAGES AND HOURS DURING OCTOBER, NOVEMBER AND DECEMBER, 1917 — *Concluded*

Class of workpeople affected	Firm or establisment affected	Approximate number of workpeople affected	Date from which change took effect	Particulars of change
BUILDING AND CONSTRUCTION—				
Painters	Employers, Calgary	15	Oct. 1	Rate per hour advanced from 50 to 55 cents.
Carpenters	Fegles-Bellows Co., St. John.	20	Oct. 25	Increase of 5 cents per hour and hours reduced from 9 to 8 per day.
Painters	All employers, Winnipeg	300	Oct. 11	Hours reduced from 53 to 50 per week
Plasterers	" " " "	50	Oct. 11	Rates increased from 65 to 70 cents per hour.
Electrical workers	" " " "	50	Oct. 11	Rate increased from 50 to 55 cents per hour.
Plumbers	" " " "	150	Oct. 1	Rate increased from 55 to 62½ cents per hour.
Plumbers	" " Calgary	35	Oct. 1	Rate advanced from 62½ to 70 cents per hour.
Labourers	" " St. John	45	Oct. 15	Rate advanced from 30 to 32½ cents per hour.
PUBLIC EMPLOYMENT—				
Fire captains and lieutenants	City of Ottawa	17	Oct. 1	Five per cent increase granted.
MISCELLANEOUS—				
Cooks and waitresses	All employers, Vancouver	250	Oct. 1	Minimum wage for waitresses established at $10 per week, 8 hour day, 6 days a week.
Barbers	All employers, Calgary	60	Oct. 1	Rate of wages increased from $18 to $19 per week and 60 per cent commission over $30.
Waiters	C.P.R., Winnipeg	20	Nov. 5	Rate of wages increased $5 per month.
33 changes		21,395		

FATAL INDUSTRIAL ACCIDENTS DURING JANUARY, 1918

DURING January the Department received reports of the occurrence of 148 fatal accidents, as compared with 41 in December and 63 in January, 1917. A coal mining accident at Stellarton, N.S., on January 23, was responsible for 87 fatalities. The Department is unable to secure reports of all fatal accidents, but reports are received monthly from all available sources.

FATAL INDUSTRIAL ACCIDENTS DURING JANUARY, 1918

TRADE OR INDUSTRY	LOCALITY	DATE	CAUSE
LUMBERING—			
Sawmill emp.	Clarendon, N. B.	Jan. 25	Caught by machinery
Logger	Elk Lake, Ont.	" ..	Struck by a falling tree.
"	La Tuque, Que.	" 18	" " " "
"	Beckwith Island, Ont.	" 12	Exposure to storm.
"	Grand View, Man.	" 2	Struck by a falling tree.
MINES, SMELTERS AND QUARRIES—			
Miner (Dom. No 1.)	Dominion, N. S.	" 8	Fall of coal.
Miners, Allan Col. (87)	Stellarton, N. S.	" 23	Explosion.
Miner	Garson, Ont.	" 17	Crushed by ore.
BUILDING AND CONSTRUCTION—			
Carpenter	Port Colborne, Ont.	" 18	Falling from trestle.
METALS, MACHINERY AND CONVEYANCES—			
Munition worker	St John, N. B.	" 17	Caught in machinery.
Metal worker	Chippawa, Ont.	" 27	Fall from a crane.
Millwright	Toronto, Ont.	" 3	Struck by falling crank of crane.
Rigger	Steelton, Ont.	" 1	Struck by a plank.
Laborer	Montreal Que.	" 12	Struck by a locomotive.
"	Hamilton, Ont.	" 8	Struck by falling iron.
WOODWORKING—			
Woodworker	Pembroke, Ont.	" 4	Caught in shafting of machinery.
PULP AND PAPER MILLS—			
Paper mill employee	Merriton, Ont.	" 15	Struck by a carrier.
Laborer	Palais, Que.	" 25	Struck by roll of paper
CHEMICALS AND EXPLOSIVES—			
Employee chemical works	Trenton, Ont.	" 20	Explosion of a tank.
" explosives plant (2)	James Island, B. C.	" 1	Caught in machinery.
" linseed oil mill	Medicine Hat, Alta.	" 15	Struck by part of machine.
LEATHER—			
Emp. harness mfg. estab.	Toronto, Ont.	" 10	Falling down elevator shaft.
Laborer	Penetang, Ont.	" 4	Blood poisoning.
STEAM RAILWAY SERVICE—			
Conductor	Chatham Jct., Ont.	" 10	Struck by a semaphore lever.
" and two brakeman (3)	Mimico, Ont.	" 12	Collision.
Conductor	Coglin, Ont.	" 11	Run over by a train.
Fireman	Elmhurst, Ont.	" 15	Derailment of locomotive.
"	Grafton, Ont.	" 14	Derailment of locomotive.
"	Montreal, Que.	" 24	Collision of trains.
"	Capreol, Ont.	" 27	Crushed between hoist and car.
Yard foreman	Mimico, Ont.	" 21	Crushed between cars.
Yardman	Regina, Sask.	" 22	Crushed between cars.
Brakeman	Petersburg, Ont.	" 17	Run over by a train.
"	Porcupine, B. C.	" 9	Fell from a car.
"	St Thomas, Ont.	" 12	Falling from and run over by a train.
"	St. Rosalie, Que.	" 27	Crushed between cars.
"	Winnipeg, Man.	" 17	Run over by a train.
"	Lyn, Ont.	" 13	Struck by snow plow.
"	M.P.55 BoundaryS.D,B,C	" 7	Fell from a car.
"	St. Jacques, Que.	" 26	Fell from a car.
Shops employee	Montreal, Que.	" 9	Struck by falling chain.
Sectionman	St. Bazile, Que.	" 21	Derailment of train.
Sectionmen (2)	Alvinston, Ont.	" 15	Collapse of snow plow.
Sectionman	Ingersoll, Ont.	" 8	Struck by a train.
"	Ville St. Pierre, Que.	" 15	Struck by a train.
"	Toronto, Ont.	" 28	Struck by a locomotive.
"	Niagara Falls, Ont.	" 10	Struck by a locomotive.
"	Richmond, Que.	" 12	Struck by a locomotive.
Employee	Lorneville, Ont.	" 16	Derailment of snow plow.
MISCELLANEOUS TRANSPORT—			
Teamster	Havelock, Ont.	" 9	Load of logs overturned.
Teamster's helper	Montreal, Que.	" 21	Crushed by a motor truck.
Carter	Quebec, Que.	" 23	Drowned.
Longshoreman	St. John, N. B.	" 4	Fell into hold of ship.
MUNICIPAL EMPLOYMENT—			
Employee (water service)	Calgary, Alta.	" 21	Fell into elevator shaft.
MISCELLANEOUS.—			
Warehouse emp.	New Glasgow, N.S.	" 2	Fell down elevator shaft.
" "	Montreal, Que.	" 16	Crushed by elevator.
Employee, cement plant	Tuxedo, Man.	" 14	Buried under falling coal.
" gas plant	Ingersoll, Ont.	" 2	Explosion—burned.

WAR LABOUR PROGRAM OF THE UNITED STATES

RECENT articles in the Official Bulletin of the United States Committee on Public Information afford some view of the plans of the administration in dealing with the labour problems of the war. The Committee on National Defense recently announced, after a series of conferences on the subject, a plan to effect the better organization and distribution of the labour forces of the country. This plan was laid before the President, who approved it and asked the Secretary of Labour to proceed with the organization. The scheme as outlined consists of six principal agencies and is as follows:

1. A means of furnishing an adequate and stable supply of labour to war industries. This will include:
   (a) A satisfactory system of labour exchanges.
   (b) A satisfactory method and administration of training of workers.
   (c) An agency for determining priorities of labour demand.
   (d) Agencies for dilution of skilled labour as and when needed.
2. Machinery which will provide for the immediate and equitable adjustment of disputes in accordance with principles to be agreed upon between labour and capital and without stoppage of work. Such machinery would deal with demands concerning wages, hours, shop conditions, etc.
3. Machinery for safeguarding conditions of labour in the production of war essentials. This to include industrial hygiene, safety, women and child labour, etc.
4. Machinery for safeguarding conditions of living, including housing, transportation, etc.
5. Fact-gathering body to assemble and present data, collected through various existing governmental agencies or by independent research, to furnish the information necessary for effective executive action.
6. Information and education division, which has the functions of developing sound public sentiment, securing an exchange of information between departments of labour administration and promotion in industrial plants of local machinery helpful in carrying out the national labour programme.

A portion of the machinery required to carry out this programme is already in existence in the Department of Labour. The Department's employment service, which has been undergoing expansion for some time past, has been divorced from immigration and created a separate bureau of the Department of Labour, and an appropriation of more than a million dollars for the fiscal year ending June 30, 1918, has been granted. The service now covers the entire country with a network of labour exchanges. Federal, state and municipal employment offices are being utilized and already some 200 exchanges are in existence, and it is announced that 50 more are to be opened in the immediate future. The bureau is divided into five divisions which will handle the details of the service's national operations. These divisions are: division of information; division of farm service; women's division; division of reserves, and division of investigation. The information and women's divisions have existed in the employment service for some time; the others are being created in the reorganization.

The Department of Labour denies the existence of a labour shortage in the country and the need for conscription of labour. It believes that the solution of the problem lies in the proper distribution of the available supply of workers. In operation the employment service "will serve as the national labour mobilization and distribution machine." The administration estimates that the expanded and reorganized service will place between three and four million

workers in agriculture, shipbuilding and other war industries this year.

On January 15, Secretary of Labour Wilson announced the appointment of a national war labour board of six men and one woman to be known as the advisory council, to assist him in the execution and administration of the comprehensive war labour programme here outlined. The personnel of the council is as follows: John Lind, chairman, Minnesota; Waddill Catchings, New York, and A. A. Landon, Buffalo, representatives of employers; John B. Lennon, Illinois, and John J. Caskey, of Pennsylvania, representatives of employees; Dr. I. C. Marshall, of Chicago, economist, and Agnes Nestor, of Chicago, representative of women. Secretary Wilson plans to add to the council representatives from the War, Navy and Agriculture Departments and the Shipping Board, and in this way to insure unity of action by the various departments and the elimination of conflict and duplication of effort in supplying the war industries with labour.

The labour administrator and his council will immediately consider the questions of standardization of labour policies, the providing, distributing and maintaining of a stable and adequate supply of workers, labour dilution and training, priority demands, the adjustment of disputes, the safeguarding of employment, and living and housing conditions. A comprehensive study of these problems is expected to assist in making recommendations for additional machinery, and in the supervision of its operation.

With reference to the placing of skilled labour, it was announced on January 29 that "with the aid of the Council of National Defense, the Shipping Board, governors of states, organized labour and business, the Department of Labour has begun the 'recruiting' of an army of 250,000 men to fill all present and future needs of the shipbuilding yards of the United States." On the institution of the administration's "coast-to-coast drive," independent efforts ceased and the entire problem was turned over to the Department by the Shipping Board and the shipbuilders. All men fitted for shipbuilding work are to be registered and employers and employees will be brought together through the medium of the employment service. For the purpose of enrolling the workers the country was divided into zones and each state allotted a certain quota according to its population and industries. It is expected the registration will be completed by February 11 and shipbuilders will then notify the service of their requirements. While the workers will not be compelled to accept employment in shipyards, the administration is confident that all needs will be taken care of.

Dealing with the unskilled labour supply, in a statement on January 24, Assistant Secretary of Labour Post characterized the agitation for the importation of Chinese and Mexican labourers as "unnecessary and prejudicial." In his statement he said that the requirements for common labour can be met entirely by the better distribution of the domestic supply and by the proper use of American citizens from Porto Rico and the Virgin Islands. It was stated that 110,000 labourers from these two territories were being secured for maintenance and other work on the railroads and that arrangements had been made with the roads for the release of numbers of these workers for farm service during the press of the agricultural season.

All branches of the Government are using the Department of Labour as the common organ for recruiting workers. Men enrolled by the employment service are asked to indicate the work they are best fitted for and the kind of work preferred. As men are needed in shipyards, on railroads, in munition factories or in the divisions of the army which require skilled mechanics, they will be supplied by the employment service first from its lists of unemployed, and, second, by calling on members of the reserve. With reference to the general effect of the Department's employment activities, the "Official Bulletin" says:

Employers of labour, even in so-called unessential industries, will be helped by the success of the public service reserve, because a large registration will make it possible for the Department of Labour to make a fair distribution of all calls for men, and to minimize and equalize the drain on industry which results from unregulated competition for men between war industries and different branches of the Government. Labour is in entire sympathy with the purpose of the department in creating this reserve, because it will help prevent the great hardships which fall upon working men by having no certain way of knowing whether or where there may be a place for them in shipyards, or in munition plants, and because of the absence of any compulsory features. The Department relies wholly on the patriotism of the American workingmen to induce them to answer the country's call wherever reasonable request is made of them.

JUDGMENT ON CROW'S NEST PASS COAL MINERS' CLAIMS FOR EXEMPTION FROM MILITARY SERVICE

IN the Crow's Nest Pass and Southern Alberta coal mining districts where the mines are being operated under the direction of the Director of Coal Operations, appointed by the Dominion Government, the question has been raised as to whether miners eligible for military service under the Military Service Act, 1917, should be exempted from such service, in view of the urgent need for greater coal production. In the cases of some 36 miners whose claims for exemption were disallowed by the local tribunal at Fernie, appeals were made to the Appeal Tribunal by the United Mine Workers of America, and His Honour Judge Thompson, under date of January 26, rendered a judgment in *re* James L. Hunter *et al,* which reads as follows:

This case, with thirty-five others, are appeals made by the United Mine Workers of America on behalf of men of military age whose claims have been disallowed by the local tribunal at Fernie.

Each case will be dealt with individually on its merits and on the principles which I am stating in this general judgment. In each case this general judgment is made part of the individual one.

In making any decisions upon the claims of these appellants, I cannot consider what they promise to do in the future; I can only judge their future conduct by their past performance.

The country has been at war for nearly four years; for months the Military Service Act has been discussed in the House of Commons and in the press, and for months the Act has been in force. Both this winter and last we read statements made by Ministers of the Crown and from many other sources that increased production of coal was essential to the welfare of the country. If a man has not shown that he has been spurred on to greater production by the request of his country, it is not likely he would willingly obey the demand of his country.

These appellants must understand they are not soldiers. And where exemption is granted to them it is so granted because the Court is of the opinion they are of greater value to the nation by remaining coal miners than by becoming soldiers. And the only way they can continue to be of greater value as coal miners than as soldiers is by producing coal.

I repeat my statement: men to whom exemption is granted are in the position of soldiers and they must work as steadily and continuously as though they had donned khaki. To my mind they should esteem it an honour and privilege to be in the position where they are called upon to help their country by using extra efforts for the production of a commodity so essential as coal; and they should carry on their duties here with the same willingness and the same cheer-

fulness that their brothers and friends have shown when they went to the front.

It must be understood that in granting exemption I am endeavouring on the one hand to protect the interests of the worker. He cannot be bound down to any one particular employment in the mine or to work for any one particular employer. That would be placing him too much in the power of his employer. I can understand, also, that there may be many reasons why a man will be unable to work continuously every working day. There may be sickness, some accident may happen in the mine whereby the man is unable to work; therefore, I would endeavour to frame rules to cover these conditions.

On the other hand, there must be no mal-lingering, no holidays other than specified, no letting up on the production of coal, but rather a speeding up on the part of these appellants. If it can be shown by the military authorities at any time that any man is not following the rules I am establishing, that man must understand that his exemption ceases and he will at once become liable for military duty.

I will give both the men and the military authorities every opportunity to come before me from time to time and state their respective cases, but I think it only right I should now warn every appellant that in the event of there being any letting up or any cessation of work by him, either individually or collectively, their exemption will stop and they will at once be drafted into military service.

The rules I establish are as follows:

(1) In cases where I grant an exemption, it shall be conditional upon the appellant being continuously employed in his occupation. Either that in which he is now engaged or some other occupation in the mine.

(2) Any person ceasing to work for more than twenty-four (24) hours will be deemed to be not continuously employed, unless he can show some just cause or reason for his non-employment. This prohibition does not apply to recognized holidays and the holding of funerals pursuant to the book of rates and conditions (pages 16 and 17) as adjusted and amended by the Commissioner on June 27 and July 31, 1917.

A lay-off of twenty-four (24) hours without just cause or reason being shown shall not occur more than once a month.

(3) In case of illness a certificate signed by some medical practitioner must be procured within forty-eight (48) hours, and if demanded by the military or civil authorities, produced and filed in the office of the Chief of Provincial Police at Fernie.

(4) Where a stoppage of work is occasioned by some cause beyond the workman's power to prevent, for example, accident, gaseous condition of the mine, shortage of material, or any other reason whatsoever, a certificate must be obtained from the manager of the mine where the workman is engaged, and upon demand by the military or civil authorities, must be produced and filed in the office of the Chief of Provincial Police at Fernie.

(5) In the event of a strike or cessation of work by workmen, other than exempted men whereby the latter are prevented from working, exemption shall cease, subject, however, to the provisions in rules 9 and 10.

This may seem a harsh ruling, but it must be remembered that this appeal has been made by the United Mine Workers of America, and it will be the duty of the officials of the Brotherhood to see that no such strikes or cessations of work occur.

(6) No exempted man shall occupy an official position, or carry on work, which will necessitate his absence from work at his usual occupation in the mines.

(7) In the event of any person to whom exemption is granted desiring to change his employment from one employer to another, he may do so upon application being made in writing to me, and a certificate allowed by me.

(8) Exemption granted shall continue until the first day of June, 1918. On or before which date application may be made to me for an extension of time.

(9) In the event of any dispute arising between the military authorities and any person to whom exemption is granted, or in the event of the military authorities drafting, detaining, or arresting an exempted man for alleged non-compliance with these rules, or from any cause, the matter shall be brought before me as speedily as possible for determination.

(10) All parties have leave to apply to me in a summarily manner respecting any matters which may arise from time to time in order that they may obtain any further special or general ruling.

(Sgd.) G. H. THOMPSON,
Judge, Appeal Tribunal No. 12.

Fernie, B.C., January 24, 1918.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Definition of inexcusable fault in Quebec

A BOILERMAKER was injured while engaged in cutting rivets by the use of a hammer and chisel. A piece of steel struck him upon the right eye and caused the loss of that eye; there followed a sympathetic inflammation of the left eye, and he became completely blind. He sued his employers for $1,175 for temporary incapacity and for a rent of $475 per annum, charging them with inexcusable fault, and claiming that the work he was doing at the time of the accident should have been performed by two men instead of by one, and also that the company should have provided him with a special lunette. The defendants' plea was that there had been no fault on his part and that the accident was due to the plaintiff's own negligence. Witnesses stated that lunettes were not necessary in such cases and that there was no necessity for the employment of more than one man at the work in question, and also that the defendants' business had been conducted for many years on that principle and that there had never been any accident reported. The trial judge found that there had been no inexcusable fault on the part of the defendants, and ordered them to pay to the plaintiff a rent of $307.89 per annum, said sum representing one half of the wages he was earning before the accident. The defendants appealed and the judgment of the Superior Court was maintained.

In announcing the decision of the Court of Review, Mr. Justice Archibald, Acting Chief Justice, said among other things: "There have been numerous efforts to define what is meant by inexcusable fault and probably the effort has not been successful. Some light may possibly be derived from the consideration of our criminal law. Thus, for example, the offense of murder must contain, as a necessary element, malicious intent. Now, that malicious intent may be expressed, resulting from an intention on the part of the criminal to do harm to or to kill the victim. But in some cases the law will presume a malicious intent, although the person causing the death of another may not have had any previous knowledge of that very person at all. That would result from the voluntary performance of an act on the part of the criminal which would be very likely to result in the death of some one, as, for example, throwing a heavy object out of a window upon a sidewalk which would probably have persons passing upon it. As far as I can reconcile the views as to inexcusable fault, it seems to me that such fault must contain as an element some voluntary act on the part of the person guilty which is likely to produce injury or death, that is to say, an act which would be sufficient at criminal law to constitute implied malice." (*Quebec—Smith v. J. R. Weir, Limited.*)

Workmen's Compensation. Right after injury to make settlement with employee

An injured workman gave a release to his employer, in consideration of the payment of $60, whereby he relinquished all rights to further compensation in respect to the accident. In spite of this, he applied for compensation, claiming that the release was null and void. The action was dismissed by the trial judge, and the plaintiff appealed to the Supreme Court of Saskatchewan. Two grounds of appeal were urged, namely:

1. That the appellant did not understand the nature and effect of the release given by him to respondent.

2. That by virtue of sections 4 and 16 of the Workmen's Compensation Act, said release, even if understood when signed, was void and of no effect.

With reference to the first ground, the judgment of the Supreme Court sustained the opinion of the trial judge, who found that, according to the evidence, the release was fully explained to the plaintiff, and that he understood it. The second ground was based on section 4, subsection 2 of the Workmen's Compensation Act, which reads as follows:

(2) Any contract made after the coming into force of this Act whereby a workman relinquishes any right to compensation from the employer for personal injury arising out of and in the course of his employment shall, for the purposes of this Act, be void and of no effect; and any such contract existing at the coming into force of this Act shall not, for the purpose of this Act, be deemed to continue after the time at which the workman's contract of service would determine if notice of the determination thereof were given at the time of the coming into force of this Act.

It was held by the Supreme Court that this means that any contract entered into by a workman, before the injury takes place, that he will relinquish any right to compensation under the Act from the employer for personal injury shall be void and of no effect. In other words, the workman is prevented from contracting himself out of the Act, but he is not prevented from making a settlement of the rights or compensation that he claims under the Act after the injuries are received. Section 16, also referred to in the appeal, simply means that no deductions are to be made from the compensation for anything in the way of debts or otherwise, except what may have been paid to him on account of the injury, without an actual settlement in full agreed to by the employee, as in this case. The appeal was therefore dismissed with costs. (*Saskatchewan—Carr v. The Imperial Oil Company, Limited.*)

REVIEWS

QUEBEC.—General Report of the Minister of Public Works and Labour of the Province of Quebec for the year ending June 30, 1917; 186 pp.

Factory Inspection and Employment Offices in Quebec

THE general report of the Minister of Public Works and Labour of the Province of Quebec for the year ending June 30, 1917, contains among other matters reports on the Inspection of Industrial Establishments and Public Buildings, Provincial Employment Bureaus, Trade Disputes, Sunday Labour, Examination of Stationary Engineers, and Fair Wages. The reports of the factory inspectors show that children under the legal age of 14 are gradually disappearing from the factories. For greater safety the employment of children with weak constitutions is forbidden, and in certain unhealthy or dangerous industries the age limit is fixed at 16 years for boys and 18 for girls. A recommendation is made that children employed in factories should be required to have school certifi-

cates instead of being examined by the inspectors at their place of employment. It is further recommended that the limitation of the working hours of women and children now successfully in force in cotton mills should be extended to all industries in which they are employed. While there was an increase of 434 in the number of non-fatal accidents, attributed largely to more complete returns, the number of fatal industrial accidents was only 18, a decrease of 10 compared with the previous year.

The reports of the three provincial employment offices show that the demand for labour greatly exceeded the supply. The scarcity of labour was a cause of serious anxiety among some manufacturers, and farmers had great difficulty in procuring the necessary help. The following table shows the operation of these offices during the year:

Locality	Help wanted		Situations Wanted		Places filled	
	Male	Female	Male	Female	Male	Female
Quebec.....	2,429	28	1,752	51	1,133	9
Montreal.....	9,273	961	4,628	365	5,540	311
Sherbrooke....	1,351	416	705	226	751	387
	13,053	1,405	7,085	642	7,424	707

The registrar of Councils of Conciliation and Arbitration reports that the year was free from serious trade disputes. The few minor ones that took place were chiefly in connection with working hours and were settled amicably after only a few days' idleness. Complaints were laid by the registrar against several manufacturing companies for violation of the law against Sunday labour, and four judgments that had been rendered are quoted in full in the report.

UNITED KINGDOM.—Health of the Munition Worker. Handbook prepared by the Health of Munition Workers' Committee. Ministry of Munitions. London, 1917; 138 pp.

Health of Munition Workers in the United Kingdom

The Health of Munition Workers' Committee, appointed by the British Ministry of Munitions, have prepared a handbook for directors, managers, foremen and others in authority in munition works of all kinds. The handbook is largely based on the 20 Memoranda which have been issued from time to time by the committee, and which have been reviewed in previous issues of the *Labour Gazette*.* The volume deals with the following subjects: Relation of Fatigue to Industry, Hours of Labour, Sunday Labour and Night Work, Lost Time and Incentive to Work, a Healthy Factory Environment, Washing Facilities and Baths, Seats, Clothing, etc., the Industrial Canteen, Sickness and Accident, Protection of the Eyesight, Industrial Diseases, Welfare Supervision, Outside Factory Conditions. The purpose of the handbook is to state in brief, categorical, and somewhat dogmatic form, the principal steps which must be taken to maintain the health and efficiency of the worker. In the appendices are given regulations with regard to factories and workshops; conditions under which expenditure for canteen, recreation, etc., can be allowed as an expense for excess profits duty; canteen equipment; medical certificates of incapacity for work; order in regard to ambulance and first aid arrangements at blast furnaces, copper and iron mills, foundries and metal works; and rules for the use of trinitrotoluene.

*June, 1917, p. 502; August, 1917, p. 659; September, 1917, p. 763; January, 1918, p. 57.

THE

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

In this Issue

The closing of industries East of Fort William for a few days by order of the Fuel Controller occasioned some loss of time, but apart from this and some slackness due to the scarcity of raw materials, employment was on the whole maintained at a high level in February. The cost of the weekly budget of staple foods was $12.54 in February, as compared with $12.42 in the previous month and $10.46 in February, 1917. The Departmental index number of wholesale prices stood at 263.5, as compared with 258.7 in the previous month and 217.3 in February, 1917. There were 14 strikes in existence at some time or other during the month as compared with 11 in January; seven of the new and two of the old strikes were reported as having terminated leaving five unterminated strikes on record at the end of the month.

* * *

Proceedings under the Industrial Disputes Investigation Act

During February reports were received from four Boards of Conciliation and Investigation which had been appointed to inquire into disputes between (1) The Algoma Steel Corporation, Limited, and steel workers—settlement reported: (2) The Canadian Pacific Railway Company and conductors, baggagemen, brakemen, and yardmen—report includes signed agreements; (3) The Grand Trunk Railway Company and machinists, boilermakers, and blacksmiths—report includes signed agreement; and (4) The Grand Trunk Railway Company and maintenance of way employees—majority and minority reports submitted, company accepted majority report. An application for a Board was received from certain employees of the Collingwood Shipbuilding Company, Limited, but constitution of the Board had not been completed at the close of the month. Settlements were reported in two disputes in connection with which applications had been received during preceding months, namely, electrical workers at Steelton, employed by the Algoma Steel Corporation, and maintenance of way employees of the Grand Trunk Pacific Railway. In one other dispute affecting Canadian Northern Railway maintenance of way employees the award of the Board was made the basis of an agreement between the parties concerned.

* * *

National Registration

By Order-in-Council dated February 23, a Sub-committee of the War Committee of the Cabinet was created under the name "The Canada Registration Board," to take an inventory of the man power and woman power of the country as a part of the Government's policy of organization and mobilization to "enable Canada to make her maximum contribution towards the successful prosecution of the war in

men, food-stuffs, munitions and ships." The personnel of the Board is as follows: Honourable G. D. Robertson, Minister without portfolio, chairman; Mrs. Adelaide Plumptre, Toronto, and Messrs. F. Blanchard McCurdy, Halifax; G. M. Murray, Toronto; Eugene McG. Quirk, Montreal, and Thomas Moore, Niagara Falls. Mr. E. L. Newcombe, K.C., as chairman of the Military Service Council, and Mr. J. D. McGregor, as Director of Agricultural Labour, are members of the Board ex-officio, and provision is made for additions to the membership.

The duties and powers of the Board are as follows:

(a) To make provision for a registration of all male and female persons over 16 years of age residing in Canada.

(b) To make such further provision from time to time as may be deemed necessary and expedient to ensure that the Board shall at all times have as accurate information as possible respecting the man power and woman power of the nation.

(c) To secure an inventory of such of the industries in Canada as the Board may determine with a view to having accurate knowledge at all times of the extent to which the various classes of labour are employed by such industries, the hours of employment, wages paid and such other information as the Board may deem advisable.

(d) To formulate plans subject to the approval of the Governor in Council whereby the eligible men and women of the nation may be made more readily available for such industries as are most essential for the prosecution of the war.

The Board may, with the approval of the Governor in Council, make regulations for the efficient discharge of its duties and may impose penalties for violation of its regulations. The Order provides for the co-operation of the different departments of the Government and for the transfer to the staff of the Board of any officer of any department if it should seem desirable. Meetings of the Board have already been held and it is expected that organization will shortly be concluded, and that the work of registration will commence at an early date.

* * *

Mineral Production in 1917

According to a preliminary report on the mineral production of Canada during the calendar year 1917, just issued by the Department of Mines, the total value of the output was $192,982,837, as compared with $177,201,534 in 1916, an increase of 8.9 per cent. The total output of the mines, however, did not increase at the same average rate. The tonnage output of many important products was considerably less in 1917 than in 1916, and over two-thirds of the increase in value is to be attributed to coal, gypsum and cement, in which the quantities marketed were less than in the previous year. The falling off in the production of copper and gold is partly due to the diminished coal and coke output. Lead and silver production was also diminished. There was, however, an important increase in the production of zinc and some gains were also shown in Cobalt, molybdenite and nickel. The total value of the non-metallic production, including clay and quarry products, was $86,352,085, as compared with $70,882,169, in 1916, an average increase of 26 per cent. Under this head practically every product, except the stone quarry output, shows an increased value of production, but in the case of coal, graphite, gypsum and cement, the quantities actually marketed were less, notwithstanding the increased values. The imports of anthracite coal and dust during the year totalled 5,320,198 tons, as compared with 4,570,815 in 1916.

British Co-operative Statistics

British co-operative statistics for the year ending December 31, 1916, which appear in the January issue of the Quarterly Review of the British Co-operative Union, disclose remarkable progress. The increase in membership for 1916 was 255,416 as against 210,514 for the previous year. Deposits in the penny banks conducted by co-operative societies increased during the year from $10,840,315 to $12,735,955, and the reserve and insurance funds showed an increase of over $1,000,000. The share capital of the Retail Society was increased by approximately $20,000,000, and the loan capital also showed an increase. The retail trade made a gain over 1915 of $95,000,000, the grand total of the retail trade of the British Co-operative Movement for 1916 being $608,442,750. The purchases per member for the year averaged $172.85, an increase from $157.05. The trade of the Co-operative Wholesale Society of England increased from $215,508,735 in 1915 to $261,150,370 in 1916. The trade figures for the Scottish Co-operative Wholesale Society were $57,091,770 in 1915, as compared with $72,512,050 in 1916. The aggregate Wholesale and Retail Trade for the British Co-operative Movement for 1916 was therefore $942,105,170. There has been a notable gain in the productive departments of the great wholesale societies in the three war years. Notwithstanding the drain upon their labour resources for the army and navy, the output of the English Co-operative Wholesale Society increased from $45,546,590 to $81,837,545 and the Scottish Wholesale Society's production increased from $14,035,235 to $23,940,520. The surplus for the year was $81,675,295 as compared with that of the previous year of $74,800,430, a sum equal, after paying interest on capital, to 30.60 per cent of the capital employed in the Movement. During the year 1916 the number of workers in the employ of the co-operative retail organizations increased from 109,449 to 115,651. Adding to this the productive and distributive workers in the employ of the two wholesale societies, the aggregate labour force is 158,715.

* * *

Annual Convention of District 18, United Mine Workers of America

The fifteenth annual convention of District 18, United Mine Workers of America, was held at Fernie, B.C., February 18 to 28, with 28 delegates present. The convention devoted much time to a discussion of the dispute in the Drumheller mines, and it was recommended that the miners in the Drumheller field, except those employed in the Moodie mine, should go back to work and that the convention should give financial and moral support to the miners on strike at the Moodie mine until the management recognized the organization and operated under the rates of pay and working conditions obtaining in other mines in the Drumheller field. Questions affecting Workmen's Compensation were discussed and a resolution was passed calling for a broader definition of the term "accident" in the compensation laws of British Columbia and Alberta. A number of matters affecting coal mines inspection and legislation were discussed and resolutions were passed as follows: approving the introduction of the single shift system to lessen the danger from explosions and accidents, which it was stated occurred largely on the night shift; suggesting that the Alberta Mines Act be amended so as to provide for the payment of wages weekly, and for the appointment of an inspector from among the members of the miners' organization, who should be subject to recall by a majority vote of the miners and be paid by the Government; recommending that the Alberta Mines Act be amended so that inspectors and check weighers might be appointed who would not be subject to company influence, as it was alleged the "working" inspectors necessarily are. Other resolutions recommended that miners be paid at the rate of 2,000 pounds to a ton instead of 2,240 pounds;

that modern electric lamps and gas detectors be installed in the mines, and that the companies supply and maintain the lamps without charge to the men. The convention was of the opinion that the dependants of soldiers should be provided for from the general revenues of the Federal and Provincial Governments. A motion to the effect that legislation should be passed to provide for crippled soldiers being taught new trades was defeated and it was urged that adequate compensation should be provided in such cases. A resolution protesting against the further extension of the employment of Asiatics was also passed, and the convention favoured the boycotting of products produced by Oriental labour. It was decided to re-establish the "District Ledger," formerly the official organ of District 18. The question of friction between the local unions and District 18 with the head offices in the United States received considerable discussion, but towards the close of the convention telegrams were sent to the president of the United Mine Workers stating that the feeling which had prevailed in some quarters against the International had been eliminated and to the United States Fuel Administrator suggesting that an arrangement be made with the Canadian Fuel Controller in respect to Canadian mines similar to that effected in the United States, for a permanent wage advance and abolition of war bonuses. Calgary was selected as the next place of meeting.

* * *

Reports of Mediation Commission of the President of the United States

The Mediation Commission appointed by President Wilson to promote peaceful industrial relations has submitted reports in regard to the labour disturbances which occurred in the copper mining industry in the Warren District of Arizona during June and July, 1917, and the famous Mooney case in San Francisco. The disturbance in Arizona culminated in the deportation of 1,186 men to Columbus, New Mexico, by a sheriff and his deputies. The Commission found that the deportation was wholly illegal and that the constitutional rights of citizens and others had been ignored by processes not provided by law, and recommendations are made that the evidence should be brought before the proper authorities. In the Mooney case the Commission recommends that Tom Mooney be given a new trial, and the hope is expressed that such action be taken by the Supreme Court of California, before whom an appeal is now pending. In case the Supreme Court fails to take such action the Commission recommends that the President use his good offices to invoke action by the Governor to the end that Mooney may have a new trial. The report states that the jury acted in good faith in Mooney's trial, but that because of subsequent developments there is doubt as to the justice of his conviction.

* * *

Regulation of Packers' profits

On March 9 an Order-in-Council was passed providing for the limitation of profits in the meat packing business in Canada. By the terms of the Order no person or firm in Canada, whose gross sales exceed $750,000 shall engage in the slaughter of livestock or the manufacture of products therefrom except under license issued by the Canada Food Board. Apart from the issue of licenses, the regulations are to be administered by the Minister of Finance. As to limitation of profits the Order stipulates that:

> A licensee shall, so far as practicable, so fix the prices on his sales that the profit thereon or on that part thereof not expressly excluded from this limitation, shall not exceed two per cent of the gross value of his sales during any one year.

The section dealing with the disposal of profits reads as follows:

> If any licensee makes profits exceeding an amount equal to seven per

cent upon the capital actually invested in his business, the licensee shall be entitled to retain in addition to such seven per cent, one-half of such excess up to an amount equal to 15 per cent upon such capital. Provided, however, that a licensee shall not be entitled to retain any profits exceeding an amount equal to two per cent of the gross value of his sales during any one year. All profits in excess of those that the licensee may retain shall belong to His Majesty, and shall be paid by the licensee to the Receiver General of Canada.

The Order-in-Council deals in detail with such matters as profits of separate branches, methods of computing sales and profits, interest and similar payments, definition of capital, depreciation, repairs and maintenance, salaries, taxes, etc. Any business in which the licensee has an interest and which he was accustomed to treat as a Department of his own general business is to continue to be so treated. Provision is made for regular reports to the Minister of Finance and any duly authorized representative of the Minister of Finance is to be given access to all books and accounts of the firm and of subsidiary companies. Reports of stock holdings in other companies are also required. The Minister of Finance is given power to make regulations for carrying out the provisions of the regulations and the penalty for violation is a fine not exceeding $5,000 or imprisonment for a term not exceeding six months, or both fine and imprisonment. The Order-in-Council is made retroactive to January 1, 1918, and is to continue in force during the war and until further order.

* * *

Labour Jottings

A Bill has been introduced at the present session of the Manitoba Legislature to amend the Fair Wages Act, and in the Alberta Legislature a "Mine Employees Compensation Act" has received its first reading.

Leave to appeal to the Central Appeal Court Judge from the judgment of His Honour Judge Thompson, regarding military exemption to coal miners, the full text of which was given in the February *Gazette,* p. 150, has been granted.

The Tramways Commission of Montreal has drafted a 35 year contract between the city and the Tramways Company. The contract calls for the construction of 13 miles additional double track lines, a uniform fare for Greater Montreal, and provides that the company shall allow its employees to organize in labour unions if they so wish.

The Toronto Board of Control and representatives of the civic firemen have arranged a new schedule of pensions. Allowances are based on the salaries in effect at the time of adoption of the new schedule and benefits are provided after 10 years of service. Old members will contribute seven per cent and new members nine and a half per cent of their gross wages.

The United States Bureau of Education is carrying on a campaign for the Americanization of the 13 million foreign born and the 33 million persons of foreign origin in the United States.

The United States Bureau of Mines reports that 2,695 men were killed in coal mining in the United States in the year 1917. This is an increase of 470 over the previous year, and is the highest fatality record in the industry in the last seven years. It is said the demoralization caused by war-time conditions is largely responsible.

The United States Official Bulletin of February 19 announces that at that date at least 90 per cent of the members of the American army were insured. The total amount of insurance on the books of the Bureau of War-Risk Insurance was $8,879,104,000. There was a total of 1,082,009 applications on file and the average amount applied for was $8,205.

Mr. Frederick Urry, correspondent of the *Labour Gazette* at Port Arthur, has been appointed manager of the new Ontario Government Employment Office in that city.

According to the preliminary report on mineral production in Quebec during 1917, issued by the provincial mines branch, there were only 4 fatal accidents as compared with 18 in 1916.

INDUSTRIAL CONDITIONS DURING FEBRUARY, 1918

I.—GENERAL REVIEW

The Labour Market

Industries east of Fort William were closed down February 9-11, by order of the Fuel Controller, but apart from this loss of time and some slackness on account of scarcity of raw materials, employment was on the whole maintained at a high level in February. A further decline in steel production was reported from Sydney, but there was improvement at Sydney Mines. There was some slackening in metal working plants at Montreal and at Toronto structural steel works were rather quiet because of scarcity of materials. The large steel works at Sault Ste. Marie were working at capacity. Munition workers were in demand at Montreal, and nitrators at Trenton, and in the Parry Sound District. Shipyards were busy at all points though hampered at Quebec by unfavorable weather; greater activity in shipyards was reported from Sorel. Employment in agricultural implement works was very good and some overtime was worked, but scarcity of cars for western shipments was reported by some plants in Ontario. Locomotive works were well employed, but there was some loss of time in car building because of scarcity of materials. Automobile plants at points in Ontario reported increased activity. In the foods group employment was generally good. Flour mills were active in the east except at Toronto, where receipts of wheat were behind schedule; in the west activity was general. Meat packing houses reported a good month, but there was some quietness in the confectionery trade. Sugar refineries were reported slack at Montreal and Chatham. Abattoire hands were reported in demand at Toronto. Tobacco workers were generally well employed, but employment for brewery and distillery employees while good in Quebec was poor in Ontario. Employment in textiles was reported good at all points; help was in general demand and some overtime was worked. With large orders on hand several important clothing establishments reported slackening in employment because of slow delivery of materials. Employment for fur workers was declining, but for cap and glove workers it was well maintained. Employment in pulp paper and fibre continued very good except at Ottawa, where water power difficulties caused some slackening. Printers were well employed throughout the country. In word working, sash and door factories in the Maritime Provinces and at many point in Quebec continued busy on orders for Halifax, but there was some slackness in Ontario and the west. Shoe factories generally continued quiet. A more active demand from agricultural

districts increased employment in harness factories. Preparations for spring building improved conditions somewhat in brick yards. During the greater part of the month severe weather rendered railway operations difficult, but although a number of trains were taken off, traffic employees were on the whole well employed and repair shops were busy. Railway labourers were in demand at Montreal, Fort William and Port Arthur, Winnipeg and Saskatoon. Longshoremen were reported active except at Sydney. Although ore shipments from Cobalt showed a falling off employment in the mines was well maintained, and British Columbia metal mines were in steady operation. Muckers were in demand at Fort William and Port Arthur. In coal mining there was activity in all fields except at the Drumheller mines in Alberta, where a dispute was in progress. Coal miners were in demand at Edmonton. In lumbering, some camps were finishing work in the woods and numbers of men were leaving, but on the other hand bushmen were in demand at Montreal, Ottawa, Toronto, Port Arthur, Fort William, and Winnipeg, and bushmen and tie makers at Edmonton. There was a demand for farm help at Ottawa, Toronto, Winnipeg, Saskatoon and Edmonton. Employment in the building trades as indicated by the value of building permits issued in 35 cities decreased 42.22 per cent as compared with January and 46.39 per cent as compared with February, 1917. Carpenters were in demand at Halifax and Toronto; bricklayers and plasterers at Halifax and painters at Ottawa.

Reports from 16 cities, showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in February, indicated an increase of almost 25 per cent in the number of workers, an dan increase of nearly 23 per cent in the wages paid.

Strikes

The loss of time in February on account of industrial disputes, while greater than in January, was much less than in February of last year. There were in existence at some time or other during the month 14 strikes, affecting 3,266 workpeople and involving a time loss of 44,152 working days, as compared with 11 strikes, 976 workpeople and 7,898 days in January, and 13 strikes, 6,139 workpeople and 120,414 days in February, 1917. On February 1, there were on record four strikes, affecting 206 workpeople. Ten strikes were reported as commencing during the month as compared with seven in January. Seven of the new strikes and two of the disputes carried over from January were settled, leaving the five following unterminated disputes, involving 505 workpeople, on record at the end of February: plumbers and steamfitters, St. John, N.B.; metal polishers, Weston, Ont.; moulders, Galt, Ont.; coal mine employees at Drumheller, Alta., and civic firemen at Edmonton, Alta.

Prices

Wholesale prices showed slight advances in many lines and substantial increases appeared in grains, fodders and some metals and building material. The index number of wholesale prices reached 263.5 as compared with 258.7 in the previous month and 217.3 in February, 1917. In retail food prices there were slight advances in nearly all articles except fresh eggs, cheese, bread and sugar which were slightly lower. The average cost of a weekly family budget of staple foods was $12.54 as compared with $12.42 in the previous month and $10.46 in February, 1917.

II.—THE INDUSTRIES AND TRADES

Metals, machinery and conveyances.—Sydney reported the outputs of the steel company adversely affected by storms. The February production at the Sydney steel plant in tons was: pig iron and steel, 23,000; ingots, 28,000; blooms, billets and slabs, 24,000; wire rods, 1,200; wire and wire products, 1,000; merchant bars, 5,500, as compared with a production in January of: pig iron, 24,000; blooms, billets and slabs, 21,500; merchant bars, 1,000; wire rods, 500; wire and products of wire, 900. At the Sydney Mines steel plant the production of iron was 6,500 tons and of steel 9,750 tons, compared with 5,500 tons of iron and 7,725 tons of steel produced during the previous month. Halifax reported the smaller ship repairing plants at Dartmouth active, and reconstruction of the dry dock nearly completed. Westville reported steel working plants quieter and many men in the employ of the Nova Scotia Steel and Coal Company were laid off during part of the month because of scarcity of fuel. At Amherst the Canada Car Company worked about half time on car building owing to difficulties in securing material, but other metal plants were well employed. Truro also reported steel works active. St. John reported rolling mills running steadily and shipbuilding yards active. Car shops at Moncton were steadily employed, but stove and furnace foundries were reported quiet. Fredericton reported machine shops and foundries fairly busy. Montreal reported a slackening in activity in the metals group and an oversupply of labour; shipbuilding was active, with plenty of labour available. Quebec reported shipbuilding busy except when interfered with by severe weather, and, at Sorel, where shipyards were reported quiet last month, activity was resumed. Sherbrooke reported fair conditions in the metals group, and, at Three Rivers, iron foundries and steel plants were busy. Toronto reported the iron and steel industries generally busy; structural steel works were somewhat quiet owing to scarcity of material; shipbuilding was active and engine and boiler plants had plenty of work; automobile and cycle manufacturers had an active month and agricultural implement manufacturers had large orders on hand and reported a shortage of skilled labour. Hamilton reported activity in the metals group and a demand for labour in locomotive shops and stove and furnace foundries. At Niagara Falls, metal working industries were busy and diemakers and machine operators were in demand. St. Catharines reported metal plants busy, although some shops closed down for three days owing to fuel shortage. Ottawa reported much greater activity in iron industries and there was a demand for skilled mechanics; the sheet metal trade, however, was quieter. Brockville reported boiler shops and automobile and carriage factories fairly active, and stove and furnace foundries busy. At Kingston the Canadian Locomotive Works was fairly active, and the Kingston Shipbuilding Company and Montreal Transportation Company were busy fitting out boats for the coming season. Belleville reported rolling mills quiet for a few days but operating to capacity at the end of the month. At Peterborough, foundries and machine shops were very active, and, at Galt, all branches of the metals group were busy, with a demand for moulders. Brantford reported boiler and engine works, carriage and wagon factories active and a demand for skilled and unskilled labour in stove foundries. Agricultural implement plants were working overtime on export orders. Kitchener and Guelph reported activity in all branches of the metals group, and, at Stratford, there was a demand for skilled workmen.

Manufacturing

Woodstock reported a constant demand for moulders, polishers and mounters in stove and furnace foundries. London reported the metals group busy. At St. Thomas the Canadian Iron Corporation and the Erie Iron Works were busy, but the Norsworthy foundry was only fairly active. Employees of the Michigan Central and Pere Marquette shops were busy. Chatham reported all foundries and machine shops so hampered by lack of fuel that one company closed down and laid off 80 hands; automobile and carriage and wagon factories reported business brisk. Windsor reported resumption of activity in the automobile industry and the bridge works and the Concrete Steel Company were busy. Metal industries at Owen Sound were well employed and there was a scarcity of mechanics in some branches. Orillia reported the agricultural implement works hampered by difficulty in obtaining cars for western shipments. The Algoma Steel Corporation at Sault Ste. Marie was running day and night. Winnipeg reported all branches of the metals and machinery group well employed, and, at Brandon, agricultural implement plants and machine shops were busy. At Medicine Hat the rolling mills were active, but some metal-working establishments were quiet. Calgary reported iron works fully employed. At New Westminster, shipyards continued fully employed and machine shops were busy. Victoria reported iron shipyards normally employed and work at wooden shipyards was brisk.

Foods, liquors and tobacco.—Halifax reported confectioneries short of woman help. At Charlottetown, canning factories were running short time. At St. John, flour and feed mills and the sugar refinery were running steadily. Moncton reported flour and feed mills quiet, but bakeries and confectioneries active. At Fredericton, flour mills, meat packing houses and confectioneries were well employed. Montreal reported flour mills busy, but sugar refineries, on account of the difficulty in getting raw sugar, were somewhat slack. Sherbrooke reported abattoirs and meat packing houses and baking and confectionery establishments active and tobacco factories fairly busy. St. Hyacinthe reported activity in cigar and tobacco factories, breweries and distilleries. Toronto reported flour mills slack owing to the delay in receiving wheat shipments, some plants being temporarily closed down; abattoirs and meat packing houses were active; baking, confectionery and fruit canning establishments were comparatively quiet owing to shortage of supplies. Hamilton reported all branches of the food group active, with a demand for cigarmakers in large factories, and, at St. Catharines, flour mills and meat packers were busy. Peterborough reported flour and cereal mills and meat packing houses busy. At Brantford, flour mills and baking and confectionery establishments were active, but preserving companies were seasonally quiet. Kitchener reported flour mills, abattoirs and sausage factories active and cigarmakers steadily employed; breweries were only fair, but the distillery at Waterloo was busy. Guelph reported flour and feed mills active, but breweries and cigar factories quiet. Biscuit manufacturers at London were very busy, and all cigar factories were well employed. Chatham reported flour and feed mills active, but the Dominion Sugar Company was dull owing to lack of raw material. At Winnipeg, confectioneries reported a slight increase in staff, but vegetable canneries were obliged to lay off a number of hands owing to difficulty in securing supplies. Regina reported flour mills running full time and the abattoir fairly busy. Flour mills at Moose Jaw, Prince Albert and Medicine Hat continued active. Calgary reported flour mills and meat packing houses fully employed. At New Westminster, vegetable evaporating plants were shut down and cigar factories were only partly employed. Victoria reported breweries active and making large shipments.

Textiles, cordage and carpets.—Truro reported some slackening in woollen mills, though there was no reduction in staff. Cotton mills at St. John were

busy, and, at Moncton, woollen mills and underwear and knitted goods factories were active. Fredericton reported the cotton factory running steadily with a demand for more hands. Cotton mills at Montreal were active, with many orders on hand. Quebec reported cotton mills very busy, and, at Sherbrooke, all branches of the textiles group were active. At St. Hyacinthe, knitting factories were working day and night. Toronto reported woollen mills working to capacity, and hosiery, underwear and knitted goods establishments were busy; carpet makers were well employed. Hamilton reported cotton manufacturers active and there was a demand for weavers. St. Catharines reported manufacturers of silk, underwear and knitted goods active. At Kingston, cotton, woollen and hosiery mills were very active, with some demand for help. Peterborough reported woollen mills and the cotton factory busy. At Galt, cotton and woollen mills were active, and, at Brantford, there was a demand for help in woollen mills and knitting factories. Kitchener reported hosiery, felt and twine factories busy. At Guelph, woollen spinning mills, knitting factories and carpet factories were very active. Stratford reported a demand for help in woollen and knitting factories. London and St. Thomas reported knitting companies active, and, at Chatham, woollen mills were working overtime. The worsted woollen factory at Orillia installed additional machinery and increased the number of hands. Winnipeg reported bag companies well employed, but knitting establishments were handicapped by lack of material; tent and awning makers reported a slight increase in staff. Vancouver reported an increased demand for operators on sails, tents and awnings.

Clothing and laundering.—At Halifax, clothing factories reported a demand for woman help, and, at Truro, the Eastern Hat and Cap Company was working overtime with a full staff. At St. John, ready-made clothing establishments were active on spring orders, and, at Moncton, cap factories were active. Quebec reported ready-made clothing establishments quiet, but, at Sherbrooke, clothing factories were brisk. Glove factories at Three Rivers were hampered by slow deliveries of materials. Hull factories also reported difficulty in securing raw material, but, at St. Hyacinthe, clothing trades were well employed. Toronto reported garment workers well employed, although not as busy as usual, owing to difficulty in obtaining materials; women's whitewear factories were active, with a constant demand for experienced operators. Hamilton reported ready-made clothing factories active, with a demand for labour in steam laundries and dyeing and cleaning establishments. At Niagara Falls, hat, corset and suspender factories were active. Ottawa reported clothing manufacturers busy, though suffering from delays in shipment of materials. Brockville reported the Walthosen Hat Corporation working full time and manufacturers of gloves and fur goods well employed. Brantford reported overall and shirt companies very busy, and, at Kitchener, help was in demand in shirt and collar factories, button factories, glove and whitewear factories. At Stratford, ready-made clothing factories were fully employed. Windsor reported that the Peabody Overall Company, which had been shut down for three weeks, had re-opened with a very active demand for woman help; the shirt factory also required help. At Orillia, a clothing factory which had been destroyed by fire resumed operations. Winnipeg reported ready-made clothing factories active, but shirt factories rather quiet. Glove factories were fairly active, but furriers were dull; whitewear factories reported a slight increase in staff. At Vancouver, the opening of the season in the ready-made clothing trade created a demand for operators, finishers and pressers, and overall and shirt operators were fairly well employed.

Pulp, paper and fibre.—St. John reported the pulp mill running day and night, and, at Newcastle, pulp mills were busy, with unskilled labour in demand.

Sherbrooke reported pulp and paper mills active, and, at Three Rivers, there was a demand for help. The E. B. Eddy Company and the Beaver Board Company at Hull reported increased business. Manufacturers of felt and tarred paper at Hamilton were busy, and, at St. Catharines, beaver board, pulp and paper mills continued active. At Ottawa, owing to low water and scarcity of cars, the J. R. Booth ground wood mill was partially shut down, about 100 employees being affected. The pulp and paper mills at Sault Ste. Marie were running at full capacity day and night. Victoria reported the roofing paper factory at Sidney and pulp and paper mills on the coast very busy.

Printing, publishing and paper. — Halifax reported printing offices active, and, at St. John, all printers were well employed and binderies and paper box factories were busy. Moncton, Newcastle and Fredericton reported printers well employed. There were no printers idle at Montreal, and, at Quebec, printing offices and binderies reported a busy month. Sherbrooke and St. Hyacinthe reported printers busy, but at Three Rivers the trade was quiet. At Toronto, printers, bookbinders and allied trades were well employed, and all branches of the printing, publishing and paper goods group at Hamilton were active. Ottawa reported the printing and publishing group well employed, and, at Brantford, there was a demand for woman help in paper box factories. Kitchener reported printers steadily employed and paper box factories busy, and, at Guelph, newspaper and job printing offices had an active month. There was some demand for job printers at Woodstock, and all branches of the printing group at London were well employed. Windsor reported employment in newspaper and job offices and in paper box factories quiet. At Winnipeg, printing and publishing houses were fairly busy, and paper box factories were well employed. Brandon reported printers busy, and, at Regina, help was in demand. Moose Jaw and Prince Albert reported employment in the printing industry good. Medicine Hat reported fair conditions, and, at Lethbridge and Calgary, printers were steadily engaged. At Vancouver, employees of paper box factories were not quite as busy as during the previous month. New Westminster reported all printers employed full time, and, at Victoria, newspaper and job printing offices were well employed.

Woodworking and furniture.—Halifax reported sash, door and planing mills operating at capacity day and night, and, at Amherst, the piano company was well employed. Truro reported the woodworking factory running at capacity. St. John reported sash, door and planing mills operating steadily, and the wooden box factory busy; brush and broom factories were well employed. At Moncton, sash, door and planing mills and the cooperage works were steadily engaged, and, at Newcastle, there was a demand for skilled labour in planing mills and sash and door factories. Fredericton also reported activity in planing mills. At Quebec, sash, door and broom factories were active, but box factories were quiet. Sherbrooke reported sash, door and planing mills quiet, but chair factories active. St. Hyacinthe reported sash and door factories and wooden box factories active, and furniture and organ factories well employed. Woodworking establishments at Three Rivers were busy and the E. B. Eddy match factory at Hull reported normal activity. At Toronto, sash and door mills and wooden box factories and furniture factories were working steadily, and piano makers had a good month. Hamilton reported all branches of the furniture and woodworking group active. Sash and door factories at Niagara Falls were quiet, but at St. Catharines were fairly active. Ottawa reported box factories busy and an improvement in broom factories. Sash, door and planing mills at Brockville were somewhat slack, but, at Kingston, were fairly active. Piano factories at Kingston were obliged to close down a few days owing to lack of material. Belleville reported sash, door and plan-

ing mills busy and furniture factories in need of help. Peterborough reported sash, door and planing mills very active; one mill which was destroyed by fire was being rebuilt. At Galt, sash, door and planing mills were very busy, and, at Brantford, sash and door factories were fairly well employed and the piano case factory was very busy. Kitchener reported sash and door factories working full time, wooden box factories busy, and all furniture factories running full time. Broom factories reported trade fair, the piano and organ factory was active, and the wooden toy factory, while having plenty of orders, was closed down part of the month owing to shortage of coal. Guelph reported sash, door and planing mills quiet, but piano and sewing machine factories busy. At Stratford, sash, door and furniture factories were well employed. Woodstock reported there was some demand for skilled hands in furniture and chair factories and in piano and organ factories. London reported activity in sash and door factories and in wooden box factories. At Chatham, some sash, door and planing mills were working short hours, but box factories were busy. Windsor reported sash and door factories well employed and the piano factory running full time. At Owen Sound, all branches of the woodworking group, except the wooden toy factory, were normally engaged. The furniture factory at Orillia reported difficulty in obtaining labour and a slight falling off in demand. Winnipeg reported sash and door factories dull, but, at Brandon, sash and door factories and planing mills were busy. Regina reported fair conditions in the woodworking group, and there was some activity at Moose Jaw in the manufacture of wooden boxes. Planing mills at Prince Albert and Medicine Hat were quiet. At New Westminster the sash and door factory increased its staff and box factories were fully employed; one factory added a wooden toy department, employing about 100 hands. Nanaimo reported sash and door factories working steadily but not at capacity. Wooden box factories at Victoria were busy.

Leather, boots, shoes, rubber. — The Amherst Boot and Shoe Company reported employment good, and, at St. John, the tannery and boot and shoe factory were steadily employed. Fredericton reported tanneries working steadily, the shoe factory busy and larrigan factories working full time. Montreal reported boot and shoe factories very quiet and tanneries dull owing to the small demand for leather. Quebec reported tanneries active, but boot and shoe factories and trunk and bag factories dull. At Sherbrooke, boot and shoe factories were fairly active, and, at St. Hyacinthe, tanneries were very busy and boot and shoe workers were better employed than during the previous month. Three Rivers reported tanneries and boot and shoe factories quiet, but, at Sorel, tanneries were normally employed. Toronto reported the boot and shoe industry quiet, though workers on harness and horse goods were well employed, and the Goodyear Tire and Rubber Company was increasing its staff. Boot and shoe factories at Hamilton were fairly busy, and workers on trunks, bags, horse goods and belting were active. St. Catharines reported that rubber footwear factories had a good month, and, at Ottawa, the Hugh Carson leather company was increasing its staff. Brockville reported fair conditions in the manufacture of harness and belting, and Kingston reported tanneries active. At Peterborough, harness makers and boot and shoe workers were busy. Galt reported an improvement in boot and shoe factories; the Brandon Shoe Company at Brantford were very busy; at Kitchener, tanneries were well employed, and while some boot and shoe factories were busy others were quiet. The Dominion tire factory was working overtime and the large rubber factories were very busy. Tanneries at Stratford and London were active. Winnipeg reported tanneries and trunk and saddle factories fairly active, and, at Brandon, tanneries were fairly busy. Calgary reported trunk, bag and harness workers fully employed. Employees of boot and shoe factories at Vancouver worked steadily, and, at New

Westminster, the tannery was running full time.

Clay, glass and stone.—St. John reported cut stone and granite works dull. Quebec also reported a quiet month, but, at Sherbrooke, employment was fair. St. Hyacinthe reported stone cutting yards quiet, but brick plants and lime kilns were active. Hamilton reported a demand for labour in pottery and porcelain works. Brockville reported cut stone and granite yards quiet. Belleville reported the pottery active in the manufacture of small wares and tile. Kitchener reported stonecutters and marble workers employed full time, but for workers in brick, tile and sewer pipe plants, employment was slack. Chatham reported brick, tile and cement works quiet owing to the severe weather. At Windsor, cut stone and brickyards were making preparations for the spring demand. Regina reported cut stone and granite works very quiet. Brick plants at Medicine Hat continued quiet, but the stoneware company reported business brisk. Victoria reported the pottery and sewer pipe plant operating steadily.

Paints, oils, chemicals, explosives. — Halifax reported the paint factory active, but, at Montreal, there was a reduced demand for paints and oils. The destruction of a wax candle factory by fire threw 15 employees out of work. Sherbrooke reported manufacturers of acids and extracts active, but Three Rivers reported paint mills handicapped by delay in coal and freight shipments. Toronto reported paint and varnish plants busy on spring orders, and chemicals and soap works were in steady operation. At Hamilton, all branches of the paints and chemical group were active. The cyanamid plant at Niagara Falls was quieter owing to lack of electric power. Brantford reported starch and varnish factories well employed. Windsor reported paint and varnish factories active and manufacturers of extracts and drugs busier than usual at this season. At Regina, the oil refinery was running full time and the soap works reported business fair. At Medicine Hat the linseed oil mills were fairly busy. Victoria reported the paint and soap factory working steadily.

Transportation

Earnings of the Canadian Pacific Railway during January, 1918, were $10,789,817, as compared with $10,158,307 for the same month in the previous year. St. John reported that heavy snowstorms interfered with railway operations. At Moncton, railway traffic was very active and repair shops were busy. Newcastle reported that heavy snowfalls necessitated much overtime, and, at Fredericton, railway men had more work than they could handle. Montreal reported that the demand for freight handlers exceeded the available supply of experienced men. The Canadian Pacific Railway shops at Angus were brisk, but shops in Montreal reported a slackening owing to shortage of materials. Quebec reported railways active and much employment in keeping lines free of snow. Toronto reported that steam and electric railways were operated under unusual difficulties owing to frequent snow blockades. Railway repair shops had a large quantity of work on hand. Hamilton reported railway traffic and repair shops active, and, at Niagara Falls, all railways were busy. Brockville reported steam railways active; some passenger trains were taken off. Galt reported steam and electric railways busy, and, at Kitchener, freight departments were well employed. The Grand Trunk Railway shops at Stratford were well employed. London reported that the general curtailment of passenger train service by the Grand Trunk and Canadian Pacific railways set back quite a number of passenger conductors and brakemen, but freight traffic was heavy. The London street railway took off eight cars for a part of the month to conserve electric power but these were later returned to service. St.

Thomas reported the railroad traffic congestion was somewhat relieved, and railroad employees, with the exception of those on the Wabash, were well employed. The Wabash line removed a number of locomotives from the Canadian division, which laid off a number of employees. Railway repair shops at North Bay reported business brisk. Sault Ste. Marie reported that railways were having difficulty in handling freight owing to snow and frost, poor coal and shortage of cars. Winnipeg and Brandon reported employment in railway repair shops well maintained. Regina reported that several passenger trains were taken off and that freight service was only fair. Moose Jaw reported railway traffic not heavy, though there was considerable overtime in repair shops. At Prince Albert, railway conditions were somewhat improved. The Canadian Pacific Railway at Medicine Hat reported improvement. Calgary reported railways fully employed and repair shops busy. New Westminster reported street and electric railway business improving, freight traffic being exceptionally heavy; railway repair shops were fully employed. While work at the Canadian Pacific Railway repair shops in Vancouver was reported plentiful, the shops have been placed on eight hours a day for five days and four hours on Saturdays. Halifax and St. John reported 'longshoremen very active, but at Sydney 'longshore work was quieter. Victoria reported some improvement in coast navigation, several boats which had been tied up during the winter having been placed in commission.

Mining

Sherbrooke reported copper and asbestos mining active and mills and concentrators fairly busy. At Cobalt, ore shipments during February amounted to 26 cars containing approximately 2,128,376 pounds, compared with 39 cars containing 2,909,995 pounds during January, the falling off being attributed to severe winter weather and the short month. Bullion shipments were somewhat lower, there being a tendency on the part of the producing companies to hold their silver ore for expected higher prices. Shipments of bullion were 220,117.80 ounces, compared with 830,964.78 ounces in January. Gold mines at Porcupine and Kirkland Lake reported the supply of labour more adequate. The Alexo Nickel mine near Porquois Junction was shipping ore at the rate of nearly one and one-half million pounds per month, as compared with 1,000,000 pounds monthly during 1917. Fernie reported metal mines in the district steadily employed.

The coal output of the Dominion Coal Company was 268,000 tons, compared with 274,000 tons in January, the short month being responsible for part of the decline. Compared with the first two months of last year there was a decrease of 77,000 tons, and it was estimated that the output for the year would show a decrease of at least 300,000 tons from the production of 1917. The Sydney mines coal output was 44,000 tons, compared with 48,900 tons in January. The coke output of the Dominion Steel Company was 42,000 tons and that of the Sydney Mines coke ovens 9,050 tons. Westville reported that the Allan shaft of the Acadia Coal Company, where an explosion occurred in January, was again being operated, but that the Albion plant which was closed in December last on account of fire was not in condition for re-opening. The Intercolonial Coal Mining Company was working steadily and raised about 15,000 tons. Amherst reported that some old shafts were being opened in the River Hebert district. Fredericton reported continued activity in coal mines at Minto. Calgary reported the coal mines of the district, with the exception of the Drumheller field, where a dispute was in progress, were working

to the capacity of the men employed. Lethbridge and Fernie reported coal mines operating steadily, and, at Fernie, coke ovens were fully employed. Nanaimo reported coal mines on the Island steadily employed but short of men.

Building and Construction

Halifax reported that repairs to the various industrial plants and the erection of temporary dwelling houses were proceeding rapidly, and that the reconstruction operations were giving employment to about 4,000 men. Sydney reported some activity in building and repairs, but, at St. John, building was dull. Moncton also reported building quiet. At Montreal it was estimated that only one-quarter of the available equipment of the large contractors was in actual use and many building tradesmen were out of work. Sherbrooke reported quietness in all branches of building and construction, and other Quebec cities reported building dull. Toronto reported a number of building tradesmen out of employment and some carpenters obtained work in other places. At Hamilton, building tradesmen, while handicapped by weather conditions, were all actively employed; about 25 plasterers went to Halifax. Peterborough reported building active, and Windsor reported extensive building and construction work for the Canadian Steel Corporation at Ojibway, but with these exceptions building was reported quiet at all Ontario centres. Winnipeg and Brandon reported building practically at a standstill. Other western cities reported building quiet, and, at New Westminster and Nanaimo, no building was being done. Victoria reported that construction work on the new Government wharf at Ogden Point was approaching completion. The value of building permits issued in 35 cities decreased from $1,562,637 in January to $901,933 in February, or 42.22 per cent. As compared with February, 1917, there was a decrease of $780,562, or 46.39 per cent.

Lumbering

Westville reported that despite the very heavy snowfall the lumbering industry continued active. Newcastle reported that heavy snowfalls and lack of unskilled labour interfered with lumbering operations. Quebec reported that some of the lumbering camps in the Lake St. John district were closing down owing to the heavy snowfall. Sherbrooke reported lumbering camps active, but in the Ottawa district lumbering operations were somewhat reduced because of difficulty in securing bushmen. At Peterborough lumbering was active, but heavy snowfalls made it difficult to bring out logs. Port Arthur reported that more men were wanted in lumber camps and that outputs were being curtailed accordingly. Prince Albert reported lumbering camps preparing to finish for the season and small squads of men were coming back from the woods. Calgary reported a continued demand for men for lumber camps and sawmills. New Westminster reported sawmills working steadily and nearly all shingle mills operating two shifts. Logging camps in the Nanaimo district were fairly well employed, and sawmills were short of labour. Victoria reported activity in the lumbering and logging industry.

Fishing

Sydney reported fishing quiet. Prince Albert reported that lake fishing showed improvement; many men and teams were employed and fair catches were made. New Westminster reported no fishing being done except for the local market. At Nanaimo the herring season was nearly over.

III.—LABOUR AND INDUSTRY IN THE PROVINCES

Nova Scotia

At Halifax, reconstruction of the dry dock was nearing completion, and small shipyards at Dartmouth were active on repairs. Stove and furnace foundries were working overtime and confectioneries were short of woman help, which was also in demand in ready-made clothing factories. Employment for printers was good; sash, door and planing mills were running day and night, and the paint factory was active. All 'longshoremen were employed.

Sydney reported steel outputs fairly well maintained despite adverse weather conditions. Shipbuilding and repairing yards were not as active as during last month, but normal conditions obtained in stove and furnace foundries. Coal outputs, owing in part to the short month, were less than in January.

Westville reported all steel working plants quiet, and many men in the employ of the Nova Scotia Steel and Coal Company were laid off during part of the month, the company finding it difficult to secure fuel to keep all departments in operation. Woodworking plants were somewhat quiet and freight shipments were less than in January. The coal mining situation, while improved over that of the previous month, still remained serious. The Allan shaft of the Acadia Coal Company was again in operation, but the Albion colliery, which closed down in December on account of fire, was not re-opened. The Intercolonial Coal Mining Company worked steadily during the month. Despite heavy snowfalls the lumbering industry continued active.

At Amherst the Canada Car Company was working about half time on car building, owing to shortage of material, but the International Engineering Company and the Rhodes-Curry Company were well employed. The Amherst Piano and the Amherst Boot and Shoe Company were steadily engaged. Coal mining was very active and two old shafts were being re-opened in the River Hebert district.

Truro reported the steel works operating two shifts. Woollen mills were commencing to slacken a little, though there was no reduction in staffs or short time. The Eastern Hat and Cap Company was working overtime, and the woodworking factory was employed at full capacity. Railway trainmen and machinists were working long shifts and sectionmen were in demand.

New Brunswick

St. John reported rolling mills in steady operation and shipbuilding yards continued active. The sugar refinery and other branches of the foods group were well employed and cotton mills were busy. The pulp mill was running day and night and all printers were employed. Sash, door and planing mills were running steadily, and wooden box factories and brush and broom factories were busy. The boot and shoe factory was working steadily. 'Longshoremen were well employed.

Moncton reported steady conditions in the manufacture of locomotives, cars and parts, but stove and furnace foundries were quiet. Biscuit factories and bakeries were active, but other branches of the food group were somewhat dull. Employment in woollen and underwear factories and in hat and cap factories was good, printers were well engaged, and steady conditions prevailed in the woodworking and furniture group. Employment was good on steam railways and in repair shops.

Newcastle reported shipbuilders very busy and pulp and paper mills were working day and night, with unskilled labour in demand. Planing mills and sash and door factories were well employed. Steam railway employees were

very busy, but lumbering operations continued to be handicapped by heavy snowfalls and lack of unskilled labour.

Fredericton reported machine shops and foundries and the cotton factory running steadily, and sash, door and planing mills busy. Employees of larrigan factories were working full time. Railway men had plenty of employment and the coal mines at Minto continued active.

Quebec

Montreal reported a falling off in activity in some branches of the metals group, owing to delay in receipt of raw materials. Shipbuilding was active. Flour mills were well employed, but sugar refineries, on account of difficulty in getting raw sugar, were somewhat slack. Cotton mills were active and reported a large number of orders still on hand. Manufacturers of clothing were busy and printers had a good month. Tanneries and boot and shoe factories remained quiet. Fifteen employees were thrown out of work owing to fire in a candle factory. Freight handlers had all the work they could do and the demand for men exceeded the supply.

Quebec reported shipbuilding busy and cotton mills active. Newspaper and job printing plants and sash and door factories were active, but box factories were quiet. Tanneries were active, but boot and shoe factories continued dull. Some lumbering camps in the Lake St. John district were closing down owing to heavy snowfalls.

Sherbrooke reported the metals group fairly active, and cotton and woollen factories busy. Pulp and paper mills and newspaper and job printing establishments were well employed, but sash, door and planing mills were quiet. Boot and shoe factories were fairly busy. Employees of steam railways had plenty of work and active conditions prevailed in copper and asbestos mining. Lumbering camps were active, but saw mills and shingle mills were quiet.

St. Johns and Iberville reported that all local industries worked full time, with the exception of the Hearst Accumulator Company, which was short of lead. Furriers were quiet, but all the other trades were well employed.

Three Rivers reported that the Canada Iron Foundries had plenty of work and their machine shops were running day and night; other iron working establishments were also running full time. The Wabasso Cotton Company was employing all hands regularly and glove factories were busy. There was a demand for men at the Wayagamack Pulp and Paper Company, and the St. Maurice Paper Company was working steadily. Tanneries and boot and shoe factories were rather slack. Paint mills were fairly busy, but were hampered by delay in coal shipments.

At Hull, building manufacturers reported some improvement, though there was still some difficulty in securing raw material owing to freight congestion and railway embargoes. The E. B. Eddy Company reported business improved as compared with January, freight congestion affecting raw materials having been overcome. The Beaver Board Company was very busy, and extra help was taken on during the month by the Canada Cement Company.

St. Hyacinthe reported the metal, machinery and conveyances group fairly active but some difficulty in securing raw material. Flour and feed mills, abattoirs and bakeries and confectioneries were active. Cigar and tobacco manufacturers and breweries and distilleries were busy. Knitting factories worked day and night and overall factories were short of help. The clothing trades were fairly well employed and steam laundries had a good month. Printers were busy and the paper box factory fairly active. Sash and door and wooden box factories were active, and furniture and organ factories had plenty of work. Tanneries were very busy, and boot and shoemakers better employed than during the previous month. Stone cutters had a quiet month; brickmaking

establishments and lime kilns were active. Railway workers were very active in all branches, extra gangs being engaged in clearing the yards. Farm hands were scarce; farmers could not secure the help necessary to cut firewood in spite of the high prices offered.

At Sorel, shipyards which were reported quiet last month showed a revival of activity and large numbers of men were engaged upon repairs and new vessels. Foundries were busy and the mica factory and tannery were well employed.

Toronto reported the iron and steel industry generally busy, and some plants working on special orders were being operated to capacity. Structural steel plants were rather quiet, owing to scarcity of raw material, but shipbuilding was active. Agricultural implement manufacturers had large orders on hand and reported a shortage of skilled labour. Flour milling was slack, owing to the delay in receiving wheat shipments, some plants being closed down temporarily. Abattoirs and meat packing houses were active. Baking, confectionery and fruit canning firms were quiet, owing to shortage of materials. Cigar makers were fairly busy. Woollen mills were working to capacity with plenty of orders. Hosiery, underwear and knitted goods establishments were busy and carpet workers had plenty of employment. Cloak and garment workers were active, with a demand for woman labour. Women's whitewear factories also reported a demand for experienced operators. Printers, bookbinders and allied trades had a good month. Sash and door factories, wooden box makers, and furniture factories were working steadily, and piano makers had a good month. The boot and shoe trade was quiet. Paint and varnish plants were busy with spring orders and chemical and soap works were in steady operation. Severe weather interfered with the movement of freight on steam railways and repair shops had a large quantity of work on hand.

Hamilton reported all branches of the metals group busy and a demand for labour in locomotive shops and stove and furnace foundries. The demand for cigarmakers in large factories continued and there was a demand for weavers in cotton factories. Steam laundries and dyeing and cleaning establishments reported a demand for labour, and ready-made clothing factories, shirt, collar and button factories and women's whitewear factories were busy. All branches of the printing and publishing group were well employed and woodworking and furniture factories were active. There was a demand for labour in pottery and porcelain works.

Niagara Falls reported metal-working industries of all kinds busy and diemakers and experienced machine operators in demand. Hat, corset and suspender factories were active, but planing mills were quiet on account of the slackness in building. Railways were busy, though bad weather and lack of motive power delayed freight services. At Welland all industries were active, and at Port Colborne lake vessels were being fitted out for the coming season.

St. Catharines reported metal-working establishments active, although some of them had closed down for a few days owing to fuel shortage. Flour mills, meat packers and confectioneries continued busy and breweries were dull. Manufacturers of silk, knitted goods and underwear were well employed, and beaver-board, paper and pulp mills continued busy. Sash, door and planing mills, and the various branches of the woodworking trade were fairly active. Rubber footwear factories had a good month.

Ottawa reported a demand for boilermakers, but employment for sheet metal workers was dull. Machinists and moulders were in demand at the Victoria Foundry Company, which was much busier than in January. There was an improvement in clothing, although trade was hampered by uncertainty in the shipment of raw materials. The printing, publishing and bookbinding trades were busy, and paper box and

bag factories reported employment well maintained. Wooden box factories continued busy. At Arnprior the factory of the newly organized Arnprior Cabinet Company was opened and operations begun with a staff of 30. Short time was reported in the Parker Broom factory owing to delay in receiving material. Additional help was being taken on in leather factories. Owing to low water and a scarcity of cars, the J. R. Booth ground wood mill was partially shut down, about 100 employees being affected, and the general mill operations were also quieter. Lumbering operations were somewhat reduced owing to difficulty in securing bushmen.

Brockville reported employment in the metals group and in flour and feed mills fair. Newspaper and job printing offices were busy, but sash, door and planing mills were not very active. Railway transportation was steady and a number of boats were being repaired prior to the opening of navigation.

Kingston reported the Canadian Locomotive Works fairly active, and the Kingston Shipbuilding Company and the Montreal Transportation Company were very busy fitting out boats for the coming season. Help was in demand at cotton, woollen and hosiery mills. Sash, door and planing mills were fairly busy and piano factories were active, though closed down a few days owing to lack of material.

Belleville reported activity in all branches of metal manufacturing, with a demand for labour in some establishments. Newspaper and job printers were well employed; sash, door and planing mills were somewhat quiet, but furniture factories were busy. The pottery was steadily engaged.

Peterborough reported electrical workers and employees of foundries and machine shops active, and flour and cereal mills and meat packing houses busy. Employment in woollen mills was good and newspaper and job printers were well employed. Forty men were thrown out of employment by a fire which destroyed the Peterborough Planing Mills, but rebuilding operations were to be commenced as soon as possible. Heavy snowfalls interfered with lumbering operations.

Galt reported all branches of the metals group busy and flour mills working day and night. Cotton and woollen factories and the silk mill were active, with a demand for help. Sash, door and planing mills were very busy, and employment in boot and shoe factories was improving.

Brantford reported the manufacturers of engines and boilers active and carriage and wagon factories were busy on summer orders. The Buck Stove and Range Company was busy and short of labour. All agricultural implement factories were very active on export orders and were working overtime. Flour mills were running full time and baking and confectionery establishments reported an active month. Woollen mills and knitting mills were very busy and short of help. The Brantford Cordage Company was very active and was employing Chinese labour. Shirt and overall manufacturers reported business brisk. Printing establishments were active, but box manufacturers reported a shortage of woman help. Sash, door and planing mills were fairly well employed, and the piano-case company was busy. The Brandon Shoe Company was very active and the starch and varnish factories were well employed.

Kitchener reported activity in the metals group, and some demand for machinists. Flour mills and bakeries and confectioneries were busy and cigar-makers were steadily employed. The hosiery, felt and twine factories were active, and operators were in demand in shirt and collar factories. Help was also in demand in button factories, glove factories and whitewear factories. Sash and door factories worked full time, wooden box factories were busy, and all furniture factories and piano and organ factories were running full time. Tanneries were active, but boot and shoe factories were only fairly well employed. The Dominion Tire factory was work-

ing overtime and both of the large rubber factories were very busy.

Guelph reported all machine shops and foundries active, with the supply of labour equal to the demand. Flour and feed mills were busy, but breweries and cigar factories were quiet. The Guelph Cotton Spinning Mills and the Dominion Linen Mills were running at full capacity and reported a shortage of woman workers. Woollen spinning mills and all knitted goods factories were very active. Carpet mills were busy and steam laundries were advertising for woman help. Newspaper and job printing houses and paper box factories had a good month. Piano and sewing machine factories were brisk.

Stratford reported a demand for skilled workmen in the metals and machinery group, and in woollen, hosiery and knitting factories. Newspaper and job printers were working full time, and sash, door and furniture factories and the Grand Trunk repair shops were well employed.

At Woodstock there was a constant demand for moulders, polishers and mounters in stove and furnace foundries, but in baking and confectionery and in underwear and knitted goods the supply was equal to the demand. There was some demand for job printers and for skilled hands in furniture and chair factories and in piano and organ factories.

London reported the metals group well employed, though a shortage of raw materials was affecting business. Biscuit factories and cigar factories were busy, and hosiery and clothing establishments were active. Newspaper and job printers had a busy month. The curtailment of railway passenger trains lessened employment for passenger trainmen, but freight traffic was active. The street railway took off several cars during the month to conserve electric power.

St. Thomas reported the Canada Iron Corporation busy and Michigan Central shop employees well engaged with the exception of a few days when car repairers were on strike. Pere Marquette employees also were busy. The Norsworthy Foundry Company was only fairly well employed, but the Erie Iron Works reported business brisk. The St. Thomas Packing Company was busy and the Monarch Knitting Company worked full time. Newspaper employees had a normal month and job printers were busy. The Just-Wright Shoe Company was increasing its staff. Railroad traffic men continued busy with the exception of Wabash employees; a number of locomotives were removed from the Canada division.

Chatham reported all foundries and machine shops active, but still handicapped by a lack of fuel, and one company was compelled to close down entirely and lay off 80 hands, owing to lack of gas. Automobile and carriage and wagon factories were brisk and flour and feed mills were busy. The Dominion Sugar Company was dull owing to lack of raw material. The abattoir, while active, was short of cars. Woollen mills were still working overtime and the American Pad and Textile Company was short of hands. Sash, door and planing factories were working short hours, but box factories were busy. Brick, tile and cement works, owing to severe cold weather, were quiet. Steam railways were active, but the electric railway was out of service the greater part of the month owing to fuel shortage.

Windsor reported the bridge works and the concrete steel company active, and automobile plants running to full capacity; stove and furnace factories were somewhat quieter. The Canadian Postum Company was running short-handed and flour mills were dull. Cigar factories reported a demand for woman help. The Peabody Overall Company, which had been shut down for three weeks, re-opened and placed agents in Kingsville, Leamington and Windsor to employ all the woman help they could secure. Help was also in demand at the shirt factory. Newspaper and job printing was quieter. Sash and door factories reported business good and the piano factory was running full time. The

Standard Paint and Varnish Company reported an increase in business and the Canadian Salt Company was very busy; manufacturers of drugs and extracts were active. The gas plant continued to have difficulty in supplying consumers and the electric light plant cut down the use of street and store lights.

At Owen Sound the metals group was active with some demand for mechanics. Woollen mills were still closed down. All branches of the woodworking group, except the wooden toy factory, were normally engaged.

Orillia reported the agricultural implement factory hampered by difficulty in obtaining cars for western shipments, flour mills were working overtime and the worsted woollen factories put in more machinery and increased the number of its hands. A clothing company which had been destroyed by fire resumed operations, employing 16 hands. The furniture factory reported difficulty in obtaining labour.

Cobalt reported the supply of labour adequate, though there was some falling off in ore shipments due to severe weather and the short month. The supply of labour was also reported more adequate at gold mines in the Porcupine and Kirkland Lake district.

Sault Ste. Marie reported the Algoma Steel Corporation operating day and night and pulp and paper mills were also running at full capacity. Iron mines were getting out more ore owing to an improvement in the supply of labour.

Port Arthur and Fort William reported activity in shipbuilding and all other industries were working regular hours.

Manitoba

Winnipeg reported the metals group active and flour mills and meat packing plants normally employed. Confectioneries reported a slight increase in staff and vegetable canners, while reporting business good, were obliged to lay off a number of employees, owing to difficulty in securing material. Bag companies were well employed, but knitting factories reported business dull. In tent and awning factories a few extra hands were employed. Clothing factories reported February conditions somewhat above the average, but in shirt factories there was some dullness. Glove factories were fairly busy, but furriers reported business dull. Whitewear factories reported a slight increase in staff. Printing and publishing houses were fairly busy, and paper box factories reported business very good. Sash and door factories were dull, but soap factories were fairly well employed. Tanneries and manufacturers of saddlery were fairly busy. Employment in railway repair shops was well maintained.

Brandon reported machine shops busy, flour and cereal mills active, and cigar factories dull. Tanneries were fairly busy and leather factories well employed.

Saskatchewan

Regina reported flour mills running full time and the abattoir fairly busy. Help was in demand in newspaper and job printing establishments, and sash, door and planing mills were fairly active. The oil refinery was running full time and the soap works reported business fair. Freight traffic was somewhat quiet and several passenger trains were taken off. Railway repair shops were fairly busy. Farmers were hiring men for the spring season.

Moose Jaw reported flour mills running full time, but abattoirs and meat packing houses somewhat quiet. Newspaper and job printing houses reported activity. Sash and door factories were quiet, but wooden box factories were fairly active.

Prince Albert reported flour mills working full time, but abattoirs quiet. Newspaper and job printing offices reported activity with help scarce. Planing mills were quiet. There was an improvement in railroad conditions and

continued heavy shipments of wood to southern points. Lumbering camps were finishing for the season and small squads of men were coming back from the woods. There was an improvement in fishing in northern lakes, though the extreme cold still interfered with operations.

Alberta

Medicine Hat reported rolling mills active, but other metal working industries, with the exception of a few engaged in special work, were somewhat quiet. Flour mills were brisk, but other branches of the foods group were fairly quiet. Printers were fairly well employed, but woodworkers were very quiet. Brickyards continued quiet, but the stoneware industry was very brisk. Railway employment showed improvement.

Lethbridge reported flour mills working overtime and planing mills busy. Coal mining was very active, though there was still a shortage of men.

Calgary reported iron works fully employed and the Ogden locomotive shops working nine hours per day owing to the pressure of work. Flour mills were still running double shifts and abattoirs and meat packing houses were fully employed. Newspaper and job printing firms reported employment good, and employees of leather factories were steadily engaged. Railway crews and employees of repair shops were busy. Coal mines in the district, with the exception of Drumheller, where some men were out on strike, were working at full capacity. There was still a good demand for men in lumber camps and sawmills.

British Columbia

Fernie reported job printing active, and one plant which had been closed down for two years was about to be reopened. Owing to severe weather only a few planing mills were operating. Freight traffic was considerably reduced owing to the temporary suspension of operations in the lumbering industry and in planing mills. Metal mining in the district was active and coal mines and coke ovens were steadily employed.

New Westminster reported shipyards fully employed and machine shops busy. Vegetable evaporating plants were shut down, but cigar factories were better employed than during the previous month. Printing offices reported all men employed. Sash and door factories and box factories were fully engaged; one factory added a wooden toy department employing one hundred people. Sawmills were working steadily, some of them on double shifts, and nearly all shingle mills were working two shifts.

Nanaimo reported sash and door factories working steadily, though not to capacity. Quartz mines on the west coast of the Island were commencing to get out ore for shipment and coal mines were working to capacity, though still short of men. Logging camps and sawmills were busy. Shingle mills were somewhat quiet.

Victoria reported the iron shipbuilding yard normally employed and work at wooden shipyards proceeding briskly; the work of installing machinery in wooden vessels was commenced. The rubber roofing company at Sidney was busy and breweries were operating steadily. Flour and feed mills were busy, and pulp and paper mills and newspapers and job printers were steadily engaged. The pottery and sewer pipe factory and the paint and soap factory was busy. There was some improvement in coast navigation, several boats which had been tied up during the winter being placed in commission. Logging and lumbering were brisk.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING FEBRUARY, 1918

DURING the month of February reports were received of four Boards of Conciliation and Investigation which had been appointed to inquire into disputes between (1) Algoma Steel Corporation, Limited, and steel workers—settlement reported; (2) Canadian Pacific Railway Company and conductors, baggagemen, brakemen and yardmen—report includes signed agreements; (3) Grand Trunk Railway Company and machinists, boilermakers and blacksmiths—report includes signed agreement; and (4) Grand Trunk Railway Company and maintenance of way employees—majority and minority reports submitted, company accepted majority report.

One application for a Board was received during the month, being from certain employees of the Collingwood Shipbuilding Company, Limited. The constitution of the Board had not been completed at the close of the month.

Settlements were reported of two disputes in connection with which applications had been received during preceding months. In one other dispute the award of the Board was made the basis of an agreement between the parties concerned.

Application Received

On February 15 an application was received from certain employees of the Collingwood Shipbuilding Company, Limited, members of Georgian Bay Lodge No. 343 of the International Boilermakers, Iron Shipbuilders and Helpers of America. The number affected was given as 375 directly and 200 indirectly, and the cause of the dispute was a demand for increased wages and improved working conditions in accordance with an agreement submitted by the employees to the company. A strike of the employees occurred on February 20, following the refusal of the company to reinstate an employee to his former position of foreman. An officer of the Department visited the locality for the purpose of assisting in adjusting the dispute. The company agreed to have the workman in question reinstated as foreman, and the men returned to work on February 25 under the same conditions as existed prior to the strike, pending investigation under the Industrial Disputes Investigation Act, 1907. A Board was established on February 26, Capt. J. B. Foote, Toronto, and Mr. Fred. Bancroft, Toronto, being appointed members thereof on the recommendation of the company and the employees respectively. At the close of the month steps were being taken looking to the appointment of a chairman.

Other Proceedings under Act

Reference has been made in the October, 1917, number of the *Labour Gazette* to an application for a Board received from the electrical workers at Steelton, Ont., employed by the Algoma Steel Corporation, Limited, the employees concerned being members of Local No. 726 of the International Brotherhood of Electrical Workers. The application stated that the dispute related to wages, working conditions, and discrimination against certain employees. The number affected was given as 167. This matter was brought to the attention of the Board established in connection with a dispute affecting the steel workers of this company, but as a movement was under way by the management to adjust wages and improve conditions it was decided to leave the matter in abeyance for a time. Word was later received on behalf of the electrical workers to the effect that a Board inquiry would be unnecessary. As a result of the general readjustment a new schedule of wages was formulated by the company,

providing for increased rates to the electrical workers.

Reference has been made in the December and January numbers of the *Labour Gazette* to an application for a Board received from the maintenance of way employees of the Grand Trunk Pacific Railway Company, members of the International Brotherhood of Maintenance of Way Employees, to deal with a dispute involving wages and working conditions and affecting 2,000 employees directly and 1,200 indirectly. Procedure looking to the constitution of a Board was held in abeyance pending the outcome of inquiries into disputes affecting similar classes of employees on the Canadian Pacific and the Canadian Northern railways. Subsequently, negotiations took place between the parties concerned which resulted in an agreement being signed, effective from January 1, 1918.

With reference to the findings of the Board of Conciliation and Investigation which inquired into certain matters in dispute between the Canadian Northern Railway Company and the maintenance of way employees on the company's Western Lines, the Department has been informed on behalf of both parties concerned that an agreement has been arrived at on the basis of the award.

Report of Board in Dispute between the Algoma Steel Corporation, Limited, Sault Ste. Marie, Ont., and Steel Workers

On February 7 the Minister received the report of the Board of Conciliation and Investigation which had been appointed to deal with a dispute between the Algoma Steel Corporation, Limited, Sault Ste. Marie, Ont., and certain employees, being steel workers, members of Algoma Lodge No. 5, Amalgamated Association of Iron, Steel and Tin Workers of North America. The dispute had to do with wages, hours and conditions of employment, 1,588 employees being affected thereby. The personnel of the Board established in this matter was as follows: His Honour Judge Powell, Parry Sound, Ont., chairman, appointed by the Minister in the absence of a joint recommendation from the other Board members; Capt. Wm. J. Thompson, Sault Ste. Marie, appointed by the Minister as for the company, and Mr. James Lockwood, Sault Ste. Marie, employees' nominee.

The Board convened in September, but, shortly afterwards, it was deemed advisable to adjourn for a time in view of efforts which were being made by the disputants to reach a satisfactory arrangement. The report of the Board states that this general scrutiny of the wage rates resulted in a new schedule which "shows not only fair but generous treatment, so much so that the amount of earnings of the employees in different departments run from four per cent (4%) to twelve per cent (12%) in excess of that demanded in the schedule submitted to this Board by the employees." Reference is also made in the report to the alien enemy aspect of the situation.

Word was received in the Department from both parties to the dispute confirming their concurrence in the findings of the Board.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Algoma Steel Corporation and some of its employees, members of the Amalgamated Association of Iron, Steel and Tin Workers of North America.

To the Honourable
the Minister of Labour,
Ottawa.

Sir,—

In response to the request of the above-named Association, your Department authorized the appointment of a Conciliation Board, Mr. James Lockwood being selected on behalf of the employees; the Algoma Steel Corporation declining to appoint a representative; your Department, under the powers contained in the Act, named W. J. Thompson. Mr. Lockwood and Mr. Thompson met on August 31, and

again on September 1, and being unable to agree on a choice of a third man, for chairman, your Department was asked to make the selection. As a result you named His Honour Judge Powell, of Parry Sound. The completed Board, with Judge Powell in the chair, met on September 7, and sat continuously on the eighth, tenth, eleventh and twelfth, when the Board adjourned. A critical condition arising, Messrs. Lockwood and Thompson were in session again on the thirteenth and fourteenth. The executive of the Algoma Steel Corporation made it clear that they were not a party to the creation of the Conciliation Board, and, under the circumstances, did not recognize its authority, but would not embarrass its work in any way; the members of the Board would have free and immediate access to any part of the plant whenever they desired it. They would have access to any evidence they chose to call; that Captain D. Kyle, the superintendent, would be at their service during the investigation.

The first meeting was a consultative one with the executive of the company and the representatives of the employees, after which the Board adjourned and visited the plant and carefully observed conditions at the coke ovens, open hearths numbers 1 and 2, the blast furnaces, rail mills, gas engine room and machine shops. Some of these departments have good and ample lavatories, lockers and cloak rooms; others were inadequate and inconvenient. Of these all but one were in the course of improvement or renewal—shower baths being added to some. The management assured the Board that plans were out for an improved sewer system and that ample and proper lavatories and lockers would be installed where necessary throughout the plant. At the request of the Board, Captain Kyle, the superintendent of operations at the steel plant, was present, whenever required, in the interest of the company. Mr. T. W. O'Neil, president of the Local Lodge of the Amalgamated Association of Iron, Steel and Tin Workers of North America, was present and gave evidence on behalf of the claims of the employees; also a statement of conditions required and rates requested by this organization was submitted. The schedule presented demand as follows:

1. A flat rate of so much per hour, plus so much per 100 tons production, plus a 10 per cent increase on total earnings, for all men paid on a tonnage basis.
2. That all blast furnace machinists, boilermakers, iron workers, millwrights, helpers and oilers, now working 10 hours per day, be paid for noon hour, making an eleven (11) hour day, in addition to advance in schedule.
3. That nine (9) hours per day will constitute a day's work in gas engine room for all engine repair men and riggers.
4. That cinder dump pot men be given an additional increase of 5 per cent.
5. That the rail mills cease rolling at 4 p.m. on Saturday in the event of roll changing while rolling shell steel, as at present arranged.
6. The position of blower at number 1 and 2 blast furnaces be increased to the same rate as blower at number 3 blast furnace.
7. The blast furnace boiler house crew be paid same rate per hour as the rail mill boiler house crew.
8. That a clock system be established, and all employees be paid their earnings every two weeks.
9. That proper toilets and clothes lockers be provided throughout the plant.

It was also urged that the Union of the Amalgamated Association of Iron, Steel and Tin Workers of North America be recognized by the making and signing of an agreement with them.

The representatives of the employees claimed that in many instances the wages paid in 1913, and previous to the outbreak of the war, were higher than that paid up to August throughout the season of 1917; that for a long period, from time to time, their claims had been promised consideration, and intimations of increases had been held out, but nothing materialized, and they declared serious trouble was brewing and would occur should their demands not be complied with.

In reply to the demands and claims of the representatives of the Local Union of the Amalgamated Association of Iron, Steel and Tin Workers of North America, Captain Kyle asserted: the schedule of rates demanded would not work out fairly; that it was out of balance; that since his coming to the superintendency of the plant the company had been working on a scrutiny of the rates since July and were endeavouring to adjust their pay-rolls so as each department would receive their proper rate; that already they had adjusted with departments covering more than four hundred men; they had to do this carefully—it occupied time—and asked for patience for some time longer, as their scrutiny would be completed at the earliest possible date, and such scrutiny would be retroactive, taking effect from August 1 last. Captain Kyle pointed out that the men so far who came under the scrutiny appeared satisfied; that the Algoma Steel Corporation employed approximately four thousands (4,000) men, while the organization making the demand represented less than fifty per cent (50%) of their employees.

The company submitted a schedule of rates paid their different departments during a period of 1913 before the war, and a corresponding period of 1917 during the war, and instead of any of the departments showing a lower scale of wage during 1917 than that during 1913, they all show increases from twenty-three (23%) to fifty-two per cent (52%) ex-

cept one, which shows eleven per cent (11%), and the average wage of each individual in this department was $165.00 per month. The executive of the company declared that under no circumstances, at the present time, would they recognize or sign an agreement with this organization, the Amalgamated Association of Iron, Steel and Tin Workers of North America, but they were willing and glad to meet any one group, or committee, from the departments of their plant to talk over rates and conditions at any time; they welcomed that sort of co-operation; that the company would consent to make semi-monthly payments of earnings and wages.

At this stage of the investigation, after earnest appeals for forbearance, all the representatives present agreed to the following resolution, with the distinct understanding on the part of the representatives of the employees that it would require to be confirmed by the members of the Local Lodge of the Amalgamated Association of Iron, Steel and Tin Workers of North America, before it could be accepted:

"Resolved, that in view of the fact Captain Kyle having been but a short time in his present position, and as improvement in the conditions at the plant are apparent under his management, and from his statement it appearing that it is the intention of the employer corporation to make semi-monthly payment of wages, and also to further improve the conveniences of the plant, and that the manager intends a complete scrutiny of the pay-rolls of the plant, with a view to adjustments, and as he has stated the adjustments are to take effect from first of August last, but that it will take him until the thirty-first October next to complete this scrutiny, this Board thinks the management ought to be given a free hand for a couple of months, and, in view of the war, this Board requests the employees to withdraw their applications for a Board of Conciliation and Investigation—it being understood that after that time the employees will be at liberty to apply again for a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act."—Carried.

(Sgd.) F. R. Powell,
Chairman.

Simnlantaneously with the presentation of this resolution to the men in session, a letter explanatory of the company's attitude was received from Captain Kyle by Mr. W. T. O'Neil, which was misunderstood, thereby precipitating matters again, and almost severing negotiations, and necessitating further meetings on the thirteenth and fourteenth of Messrs. James Lockwood and W. J. Thompson, the two available members of the Board. With great patience and judgment the representatives of the employees succeeded in persuading delay until the promised scrutiny was completed. It is now finished, and a copy of the company's new schedule is in the hands of the Board, and, so far as this Board can discover, shows not only fair but generous treatment, so much so that the amount of earnings of the employees in the different departments run from four per cent (4%) to twelve per cent (12%) in excess of that demanded in the schedule submitted to this Board by the employees. The adjustment is now completely satisfactory. The following is a copy of a letter from the applicants for a Conciliation Board expressing their satisfaction with rates and conditions arrived at:

Algoma Lodge No. 5,
A.A. of I.S. and T.W.,
Sault Ste. Marie, Ont.,
December 17, 1917.

W. J. Thompson, Esq.,
Queen St., Sault Ste. Marie.

Dear Sir,—

In reply to your letter of the twelfth inst., I have very great pleasure in stating that a satisfactory settlement has been reached between the members of the above Lodge and the Algoma Steel Company, with the exception of a few isolated cases, which can be adjusted in time.

Thanking you on behalf of the Algoma Lodge No. 5,

I beg to remain,
Yours faithfully,
(Sgd.) A. O. Davies,
Financial Secretary.
(Sgd.) Wm. T. O'Neil,
President.

In the course of this investigation and enquiry, your Board discovered one of the causes of unrest and dissatisfaction, particularly "in the departments where men are paid on a tonnage basis only," is the fact that when these departments fall below normal in their production there was a consequent shrinkage of earnings for the employees. What we may call the basic departments of the plant are the coke ovens and the open hearth furnaces. When they fall below normal, dissatisfaction then is apparent. All the more advanced departments depend on them, and if these fail, the production of rails, rods and munition steel is, to a corresponding extent, reduced. In these basic departments there are nearly twelve hundred (1,200) Austrians employed (alien enemies); they almost entirely run the coking ovens; they have been very hard to control; they receive such good pay that they do not require to work all the time, so they knock off whenever they like, and do not come back until their money is spent, or they are good and ready. On occasion the company has been obliged to round these men up with the police in order to get men enough to operate this department, so as the mills could be kept going. On one occasion, when the Munitions Board was crowding the company for greater production, the

absentee Austrian alien labour was so great the management appealed to the office help for volunteers to keep this department going until these absentees would turn up. The Police Department of this city inform us that these Austrians were frequently in the Police Court for violation of the speed limit, the Ontario Prohibition Act, and breaking parole, and upon being searched they were found to have large sums of money on their persons—eight and ten hundred dollars; one one occasion one had twenty-three hundred dollars. This Board recommends that your Department should take recognition of this situation, and, if possible, correct it. For the duration of the war these alien enemies should be compelled to work six days per week and be given sufficient remuneration to keep them in reasonable bodily comfort —the over-plus should go to the War Tax or Pension Fund of Returned Soldiers, or in any other way the Government might determine.

All of which is respectfully submitted.

(Sgd.) F. R. Powell,
Chairman.

(Sgd.) Jas. Lockwood.

(Sgd.) W. J. Thompson.

Sault Ste. Marie, Jan. 31, 1918.

Report of Board in Dispute between the Canadian Pacific Railway Company and Conductors, Baggagemen, Brakemen, and Yardmen

On February 11, the Minister received the report of the Board of Conciliation and Investigation which had been appointed to inquire into a dispute between the Canadian Pacific Railway Company and certain employees, being conductors, baggagemen, brakemen, and yardmen, members of the Order of Railway Conductors and the Brotherhood of Railroad Trainmen.

An application in this matter was received from the employees on October 16, and grew out of a demand for a revision of the existing schedule, providing for increased wages and improved working conditions. On October 19, an application was received from the Canadian Pacific Railway Company in this matter, stating that the company desired certain alterations and modifications in the schedule. The number affected was given as 6,200 directly and 8,800 indirectly. The applications having reference to the same dispute and both parties agreeing thereto, one Board was established to deal with the matter. The personnel of the Board was as follows: The Honourable Mr. Chief Justice T. G. Mathers, Winnipeg, chairman, appointed by the Minister in the absence of any joint recommendation from the other Board members; Mr. Isaac Pitblado, K.C., Winnipeg, company's nominee; and Mr. D. Campbell, Winnipeg, employees' nominee.

The report of the Board is unanimous and includes new schedules signed on behalf of both parties concerned, covering (a) conductors, baggagemen, brakemen, and flagmen; and (b) yardmen. Both schedules provide that the increases and the application of the eight hour day should become effective from January 1, 1918, and the rules from February 1, 1918. The dispute was thus satisfactorily settled.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the Canadian Pacific Railway Company, Western lines, and its conductors, trainmen and yardmen.

To the Honourable Thomas W. Crothers, K.C.,
Minister of Labour,
Ottawa, Canada.

In accordance with the provisions of the Industrial Disputes and Investigation Act, 1907, a Board of Conciliation and Investigation was, on the 19th day of October, 1917, constituted on the application of the employees, to investigate and report upon a dispute between the above named parties; and on the 16th day of November, 1917, the undersigned — Isaac Pitblado, K.C., and David Campbell, Barrister, both of the City of Winnipeg, were appointed members of the Board on the recommendation of the employers and employees respectively. They having failed to recommend the name of one person who was willing and ready to act as a third member, you appointed the undersigned Chief Justice Mathers of Winnipeg as the third member of the said Board.

The Board so constituted met on the 23rd November, 1917, and duly took the oaths of office, and appointed the 3rd day of December, at the City of Winnipeg, as the time and place the Board would convene to hear the said parties, their witnesses and evidence.

At the time and place appointed the Board met and were attended by: C. Murphy, general superintendent of the Western Lines of the said company; W. Mathers, assistant general superintendent, Vancouver; T. F. Flett, superintendent, Winnipeg; A. Halkett, superintendent, Moose Jaw; F. D. Frayne, train master, Calgary; and W. A. McKenzie, secretary of the committee,—representing the company, and Samuel M. Berry, vice-president of the Order of Railway Conductors; A. F. Whitney, vice-president of the Brotherhood of Railway Trainmen; W. G. Chester, general chairman of the Order of Railway Conductors; E. H. Cooke, general chairman of the Brotherhood of Railroad Trainmen, Western Lines; James McLaughlin, secretary of the Brotherhood of Railroad Trainmen; W. A. Wilson, secretary of the General Committee; C. E. Cross, secretary of the General Committee of the Order of Railway Conductors; and R. H. Urquhart; W. W. Lynes and R. E. Goodwin, members of the Committee, representing the employees.

Upon opening up the matters involved in the said dispute, it was found that the locality of the said dispute extended over the main lines, branches and yards of the Railway from Fort William, Ontario, to the Pacific Coast, the territory between Fort William, Ontario, West, to the Eastern Boundary of British Columbia, knawn as the Manitoba, Saskatchewan and Alberta or Prairie Districts, being governed by one schedule of rates and working rules for conductors and trainmen, and the British Columbia or Pacific territory by another, each containing many different working rules, and materially unlike in rates of compensation, and a separate schedule covering the whole territory for yardmen. The questions in disputes affected about 6,200 employees directly.

It further appeared that the employees had, on or about the 23rd day of June, 1917, given notice that they desired a revision of these schedules and submitted a proposed revised schedule consolidating the two schedules heretofore in force for conductors and trainmen and also a revised schedule for the yardmen. These proposed revised schedules are on file in your department in these proceedings.

It further appeared that on the 31st day of July, 1917, a gneral committee representing the employees met the officers of the company and discussed their demands and continued in conference from time to time until on or about the 4th day of October, 1917, and that, notwithstanding the exhaustive efforts on the part of both parties to arrive at an agreement, it was ultimately found impossible to do so, and on the 11th day of October an application was made to you on behalf of the employees for the appointment of a Board under the said Act.

It also appeared by the proposed schedules that the employees sought, in additions to the intorduction of the eight hour day, large direct ncreases in compensation and many variations and changes in the working rules governing the service of the employees, which the company's representatives alleged materially hampered and interfered wiht the succesful and satisfactory operation of the Railway, and which resulted indirectly in large additional increases to many of the employees, all of which the company opposed.

It further appeared that on the 16th October, 1917, the company made a reply to the presentation of the employees in which it was pointed out that on the 1st day of October, 1916, substantial increases in rates of pay had been granted to certain classes of these employees and on the 1st November, 1916, changes in rules had been made, which materially increased the earning power of the men.

The company contended that there should be no revision of the schedules, which would result in an increase in the cost of operation, claiming that the remuneration paid at the present time under all the circumstances was not only fair and ample, but in many cases excessive.

The company further took the position by their said answer and also by a separate application for a Board, dated the 16th day of October, 1917, that if the schedules should be opened upon the application of the employees, several articles and clauses therein should be changed or modified, the changes and modifications requested being set out in the said answers and application.

At the first meeting of the Board the representatives of the employees presented a memorial supplementing their demands contained in their original presentation. In and by the said memorial the employees urged that because of the enormous expense to which they were put by the prolonged negociations with the company, and of the time that had elapsed since their original demands were made, they were entitled to submit a supplementary statement of rates, which supplementary statement is attached to the said memorial. An examination of the said supplementary statement or rates disclosed the fact that the same carried an increase of approximately ten per cent over and above the rates claimed by the original presentation.

The representatives of the company objected to the employees presenting, or the Board's considering the subject matter of

the said memorial, and a like contention was made by the representatives of the employees with respect to the claims made by the company for alterations and emendations in the existing schedule. The Board decided that it was most desirable that all matters of differences should be considered and disposed of during the present hearing, and that no legitimate subject of complaint should be excluded from consideration by the Board. The representatives of both parties at once acquiesced in this decision of the Board, and the enquiry was proceeded with on the understanding that all matters of difference should be open to ventilation and consideration.

Meetings of the Board for the purpose of hearing arguments and evidence were held on the 3rd, 13th, 14th, 15th, 18th, 19th, 20th and 21st December; the 3rd, 4th, 5th, 7th, 8th, 10th, 15th, 18th, 19th, 21st, 22nd, 23rd, 24th, 25th, 28th, 29th, 31st January; 1st, 2nd, 4th, 5th, 6th and 7th February.

After the Board had been in session for several days, it was suggested by the representatives of the company that the dispute, in so far as it related only to rates of pay, should be left to abide the result of a movement in the United States, in so far as such affected the rates in the Western Territory. Upon consideration, the representatives of the employees agreed to accept this suggestion, as applicable to both roadmen and yardmen, provided an agreement could be arrived at respecting the other portions of the respective schedules, and as to the date when the eight hour day should come into effect. Upon this understanding the Board proceeded with a consideration of the other operations of the schedules.

The feeling of the Board was that a strike at this time would be a national calamity, and that a negotiated settlement was most desirable. All their efforts were therefore directed to bringing the parties together and getting them to agree upon each of the numerous items in the schedules concerning which there was a dispute. The representatives of both parties fully recognized the desirability of a settlement by agreement, and they proceeded in a most conciliatory spirit, and with admirable patience and perseverance to negotiate to that end.

After prolonged negotiation and much argument and careful consideration, the parties with the assistance and upon the recommendation from time to time of the Board arrived at an agreement upon all matters in dispute. One new revised schedule for the roadmen in lieu of the two previously existing, and a new revised schedule for the yardmen was unanimously agreed to and signed by the representatives of both parties and is marked Exhibit A and B to this report.

The rates of pay with the exception of the rates on the New Westminster sub-division, which are by agreement fixed for the life of this new schedule, are the existing rates of pay, but when new rates are promulgated for the Western territory, pursuant to the movement now pending in the United States, these rates of pay are to be replaced by increased rates of pay, if any, granted in the United States, pursuant to the agreement set out in Exhibit C hereto.

Before closing this report, we desire to express our warm appreciation of the ability, patience, diligence and good temper with which the prolonged negotiations were conducted, and the spirit of conciliation and give and take which animated the representatives of both parties, and in the absence of which it would have been impossible to achieve a negotiated settlement.

All of which is respectfully submitted.

Dated this 8th day of February, A.D. 1918.

(Sgd.) T. G. MATHERS,
Chairman of the Board.

(Sgd.) ISAAC PITBLADO,
Member of the Board.

(Sgd.) D. CAMPBELL,
Member of the Board.

"A."

CANADIAN PACIFIC RAILWAY COMPANY,
WESTERN LINES.

Schedule of rates and rules for conductors, baggagemen and flagmen.

In effect—Increases and application of the eight hour day, January 1, 1918.

Rules February 1, 1918.

ARTICLE 1.

A.—Mileage and rates of pay on all passenger trains.

For monthly mileage of 5,000 miles or less, exclusive of overtime, switching and detention, except on the Revelstoke and Nelson divisions, where the mileage will be 4,200 miles or less, exclusive of overtime, switching and detention:

Conductors	$165.00 per month.
Baggagemen	97.57 per month.
Brakemen	88.77 per month.

All mileage in excess of 5,000 miles per month and 4,200 miles per month, respectively, will be paid *pro rata*.

For through freight work (construction) helper (pusher) service.

East of Lake Louise and Crow's Nest:

Conductors	$4.18	per 100 miles.
Baggagement and brakemen..	2.84½	per 100 miles.

West of Crow's Nest to Kootenay Landing:

Conductors, brakemen and baggagemen will be paid a differential of 11 cents per hundred miles in addition to the above through freight rates, making the rate for:

Conductors	$4.29	per 100 miles.
Baggagemen and brakemen ..	2.95½	per 100 miles.

From Lake Louise west and from Kootenay Landing west through the Kootenays, the basing rate is: (These rates also apply to mixed trains, except on the Arrow Lake and Okanagan subdivisions where the way freight rate will apply.)

Conductors ... ... $4.29 per 100 miles.
Baggagemen and brakemen .... 2.97 per 100 miles.

On the Mountain subdivision (Lake Louise to Revelstoke) conductors will receive a differential of $1.05 per hundred miles, baggagemen and brakemen a differential of $1.04 per hundred miles, in addition to the above rates, making rate for:

Conductors ... ... $5.34 per 100 miles.
Baggagemen and brakemen .... 4.01 per 100 miles.

On the Nakusp and Slocan subdivisions and on all subdivisions west of the Columbia river on the Nelson division, conductors will receive a differential of 90 cents per 100 miles, and baggagemen and brakemen a differential of 76½ cents per 100 miles, in addition to the basing rates, making rate for:

Conductors .. .. $5.19 per 100 miles.
Baggagemen and brakemen .. 3.73½ per 100 miles.

For all mixed and way freight service east of Lake Louise and Crow's Nest.

Conductors will be paid a differential of 42 cents per 100 miles, and baggagemen and brakemen a differential of 28½ cents per 100 miles in addition to through freight rate, making rate for:

Conductors .... $4.60 per 100 miles.
Baggagemen and brakemen .... 3.13 per 100 miles.

(This differential is based on 10 per cent in excess of the through freight rate.)

For mixed and way freight service from Crow's Nest to Kootenay Landing.

Conductors will receive a differential of 43 cents per hundred miles, baggagemen and brakemen a differential of 29½ cents per 100 miles in addition to through freight rates, making rate for:

Conductors ... . $4.72 per 100 miles.
Baggagemen and brakemen .... 3.25 per 100 miles.

(This differential is based on 10 per cent in excess of the through freight rate.)

For way freight service west of Lake Louise and Kootenay Landing.

On way freight trains on all subdivisions, conductors will receive a differential of 43 cents per 100 miles, baggagemen and brakemen a differential of 30 cents per 100 miles, in addition to through freight rates for the subdivision on which mileage is earned.

(This differential is based on 10 per cent in excess of the basing through freight rate.)

The way freight rates will be:

Where mountain rates apply (Lake Louise to Revelstoke):

Conductors .... $5.77 per 100 miles.
Baggagemen and brakemen .... 4.31 per 100 miles.

Where semi-mountain rates apply (on the Nakusp and Slocan subdivision and on all subdivisions west of the Columbia river, on the Nelson division):

Conductors .... $5.62 per 100 miles.
Baggagemen and brakemen .. 4.03½ per 100 miles.

Where the basing rate applies:

Conductors .... $4.72 per 100 miles.
Baggagemen and brakemen .... 3.27 per 100 miles.

SPECIFIED ASSIGNMENTS.

1. On Westminster subdivision for crews in assigned passenger, mixed and other service combined, 100 miles or less, eight consecutive hours or less to constitute a day's work. Conductors to be paid not less than $175.00 for calendar month and brakemen not less than $131.25 for calendar month. All time in excess of 224 hours in any month to be paid as overtime *pro rata*.

2. Field Hill crews will be guaranteed 224 hours per month. Eight (8) consecutive hours to constitute a day's work. Overtime after eight (8) hours *pro rata*.

Ruling.—When a crew comes into Field and is released from duty they cannot again be called after the expiration of eight (8) hours from the time they came on duty without being entitled to a new day.

3. Crews may be assigned to transfer, switching and industrial work at the following points: Medicine Hat, Redcliffe, Frank, Taber, Grand Forks, Granby Smelter, and Greenwood-Motherlode, and shall be paid way freight rates except as specified, obtaining on the respective territory where the assignments are made, on the following basis:

Eight hours or less to constitute a day's work, overtime *pro rata*. Time to be computed from the time crews are required to report for duty until time off duty.

Each crew in these assignments will be guaranteed 208 hours per month. In the event of an assignment being discontinued or created during any month, crews will be paid their full proportion of the monthly guarantee for each day held in the assignment.

Medicine Hat, Frank, Taber, Grand Forks and Greenwood, respectively, to be considered the home terminals for such crews.

Crews assigned at Medicine Hat will work between Medicine Hat and Redcliffe and at industries at Redcliffe.

Crews assigned at Frank will not be used in road service to handle traffic east of Burmis or west of Crow's Nest, and will not handle traffic east from Crow's Nest to Sentinel.

Crews assigned at Taber will work only at or between Taber and Barnwell.

Crews assigned at Grand Forks will work only at or between Grand Forks and Granby Smelter, but may be used to unload cinders within five miles of Grand Forks, and will be paid at the following rates:

Conductors $4.72
Brakemen 3.40

Crews assigned at Greenwood will work only at or between Greenwood and Motherlode.

Should any of these crews be used outside of their assignments as above, the crews so used will be paid for such service in addition to and irrespective of the compensation provided above for the assigned work, at schedule rates and under schedule conditions.

All assignments in this service will be made as per Article 7 of the schedule.

4. Swing men on the mountain subdivision shall receive $108.90 per month, and shall be paid overtime at the rate of 4.01c per mile for work between Albert Canyon and Revelstoke, east of Beavermouth, or while working uphill.

(b) No reductions in crews or increases in mileage will be made for the purpose of offsetting the increases of wages given passenger trainmen under this schedule.

(c) Passenger trainmen will not be required to do any other work than their regular trips on their assigned runs in order to make up their mileage. Switching, detention or overtime earned on passenger trains not to be used to make up their mileage.

(d) Passenger trainmen who work only a portion of a month on any assigned run will be paid their full proportion of the compensation provided for such run under this schedule.

(e) Regular passenger trainmen running extra passenger trains or making extra mileage on assigned runs, other than their regular trips, will be paid at through freight rates.

Delayed or detoured regular passenger trains will not be considered extra trains when manned by their regular assigned men.

Where detouring trains occasions extra mileage, same will be paid for in addition to the guarantee at passenger rates.

(f) Freight or mixed trainmen running passenger trains will be paid at through freight rates unless relieving passenger trainmen on their assigned trains, who are on leave of absence or who are not in service, when they will be paid schedule rates of the corresponding men relieved.

(g) On short turn-around runs, no single trip of which exceeds eighty (80) miles, including suburban service, overtime shall be paid for all time actually on duty, or held for duty in excess of eight (8) hours (computed on each run from the time required to report for duty to end of that run) within ten (10) consecutive hours; and also for all time in excess of ten (10) consecutive hours, computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed one hour.

This rule applies regardless of mileage made.

In calculating overtime under the rule, the railroad company may designate the initial trip.

Work incidental to turning or storing their own trains and paid for as switching will be the only deductions when computing overtime.

(h) Regular passenger crews handling freight or boarding cars between local points will be paid through freight rates between points cars are handled.

(i) Crews assigned to runs, a portion of which is passenger and the balance mixed or freight or both, will be paid mileage rate for each class of train, but not less than the minimum passenger rates, exclusive of overtime, detention and switching.

Ruling.—Under this clause crews should not be used to perform service other than the regular service contained in the assignment. Should crews assigned under this rule perform extra service they should be paid for such service in addition to and irrespective of the compensation for the assigned service, and under the conditions of unassigned crews should they be required to do the same work.

(j) One hundred miles or less, eight consecutive hours or less, shall constitute a day's work in all assigned mixed train service, overtime *pro rata*. Crews assigned to mixed train service will be guaranteed not less than 2,800 miles per month at mixed train rates, exclusive of switching or detention. When regular monthly mileage is less, the company will have the right to use such crews in road service up to 2,800 miles, but will not in doing so run them around other crews except:

1. In case of branch line mixed crews on their own subdivision, and

2. When such a crew is being returned light to its assignment after having been brought to a terminal with or without a load because the engine required to be repaired, washed out or exchanged, or has been used to relieve a temporary accumulation of traffic, which the regular service is unable to move promptly, in any of which cases the crew may be sent out light out of its turn for the purpose of returning to its assignment without it being considered a violation of Article 14.

This clause does not apply to Westminster subdivision.

On the British Columbia district, west of Field and Kootenay Landing, except on Arrow Lake and Okanagan subdivisions, mixed train crews handling way freight en route will be paid way freight rates for the time so occupied but not in excess of way freight rates for the entire trip, such time to be deducted in computing overtime. Way freight rates will be paid over entire trip if way freight is loaded or unloaded or switching is done at three or more points (other than picking up and setting out cars belonging to their own train). The rulings in connection with Article 2, Clause "a," will also apply to this paragraph.

Ruling 1.—The last sentence of the first paragraph of this clause refers to crews and not to individual members of a crew, and the crew can only be used as a unit in road service to make up any shortage in the guaranteed mileage of the run. For example: If a member of a crew is used as a pilot he would be paid for such service irrespective of the compensation provided for his assigned service.

Ruling 2.—With the adoption of the general mixed train rule on the British Columbia district, it is ununderstood that the practice of combining mixed and freight service on the Phoenix and Mission subdivisions may be continued on these particular subdivisions, when the work is performed in continuous service in any one calendar day and the time or mileage will be computed continuously exclusive of switching.

See Example.

(k) Light running (engine and van), also a train on which a snow plow or a flanger is working, will be paid for at through freight rates and under through freight conditions. Where a plow or a flanger is working on a way freight train, way freight rates will apply. Track mileage will be paid for at schedule rates for extra mileage made for plowing or flanging side tracks.

When a flanger is used on a passenger train it will not affect the rate being paid the crew running the train.

(l) Through freight rates on basis of 12½ miles per hour will be paid for all time occupied in making up and setting away trains, or switching at the terminal points of the subdivision on which the train is run (not less than three of the crew being used) and for work performed in or between yards at a terminal, and for all time at turn around points, when trains are turned at intermediate points on such subdivision.

On the British Columbia district, west of Field and Kootenay Landing, on trains passing through established turn around points, crews will be paid at through freight rates on the basis of 12½ miles per hour for all time occupied in switching at such turn around points, and this time will be paid for in addition to pay for trip. The established turn around points are Ruby Creek, Walbachin, Notch Hill, Glacier, Beavermouth and West Robson and such other points as may be regularly established as turn around points hereafter.

Through freight rates on the basis of 12½ miles per hour will be paid for all time occupied in switching at Canadian Pacific Railway Junction points and this time will be paid in addition to pay for trip. Such time will be deducted in computing overtime for the trip and this switching will not be regarded as constituting switching at an intermediate point under Article 2, Clause "A."

Interrupted time of 30 consecutive minutes or more preventing continuance of switching operations will be deducted in computing time for switching at Canadian Pacific junction points and also at established turn around points on the British Columbia district west of Field and Kootenay Landing.

Note.—Any time paid for as switching will be deducted in computing detention or overtime.

Ruling.—A train during switching operations is required to turn on a wye. Under these circumstances the total time occupied, including the time consumed in turning on the wye, will be paid for as switching.

(m) When a train is delayed two hours or more loading or unloading stock at any point, the crew will be paid 12½ miles per hour at through freight rates for all time so occupied. This time will not be included when computing overtime.

(n) Trainmen acting as pilots, or trainmen acting as conductors on engines running light, will receive conductor's pay at through freight rates and under through freight conditions.

When a member of a crew is used as pilot or conductor on an engine to a terminal for any purpose he may be returned to his assignment either with the engine or deadhead irrespective of his turn and will not be considered as violating Article 14.

(o) Trainmen doubling will be paid a minimum of 10 miles for each double, or actual mileage when this minimum is exceeded.

This clause will apply in all cases where trainmen are required to double on account of inability of engine to handle the train. In cases where the double is made for other reasons, or where it is necessary for an engine to run for coal or water, and any member of the crew accompanies the engine, actual miles run will be allowed the crew.

(p) Trainmen will not be required to coal engines where regular coalmen or sectionmen are available, nor will it be considered a part of a trainman's duty to shovel down coal on engines en route.

Trainmen actually engaged in coaling engines between the hours of 7 o'clock and 18 o'clock will be paid at the rate of fifty-one (51) cents per hour for the time so occupied, and when engaged in coaling engines between the hours of 18 o'clock and 7 o'clock will be paid at the rate of fifty-one (51) cents per hour with a minimum of four hours for each engine coaled, and this time will not be deducted in computing overtime. If more than four hours are consumed they will be paid for the additional time at the above rate. Not less than two trainmen will be used when it is necessary to shovel the coal. Where the coaling of engines is commenced prior to 18 o'clock the four hour minimum will not apply. Under no circumstances will trainmen be required to coal engines other than those propelling their own train.

It is understood that sectionmen are available when they can be secured without involving an additional delay to the train of more than thirty (30) minutes.

(q) Trainmen held off duty on the company's business or by order of the company's officials will be paid at schedule rates of pay and actual reasonable expenses while away from home. If they are required by the company to attend coroner's inquests, court cases or other public investigations, they will be paid schedule rates for mileage lost and will be reimbursed actual reasonable expenses when away from home. In such cases the witness fees will go to the company.

(r) Trainmen deadheading or travelling passenger will be paid mileage, overtime and initial detention for the trip at the same rate as the corresponding men running the train on which they travel, but in no case will men deadheading be paid less than the minimum day of 100 miles at through freight rates, either for deadheading or for continuous combined deadheading and working service when deadheading to an intermediate point and started to work at that point.

Where deadheading and working service is combined as above and is not in the same class (freight or passenger) separate trip trickets will be made out for each class of service and overtime will be computed separately.

The company shall order the deadhead crew for a definite time.

The first crew out will deadhead and will stand first out of those crews at the other terminal.

See examples.

(s) Trainmen when deadheading to a point to take a preference run or promotion to which they are entitled by change of time table or permanent vacancy, or when returning from same on account of being displaced by reduction of crews, will not be entitled to compensation for same.

Ruling.—It is understood that under this clause a man deadheading to a point for relief work at his own request will not be entitled to the deadhead mileage either going or returning.

(t) Crews or men moved from one point to another locally by order of the company's officers will be considered as deadheading at the instance of the company and will be entitled to compensation as per clause "r" of this article.

Trainmen transferring at the instance of the company from one general superintendent's district to another, travelling passenger for a distance of over 200 miles, will be paid at half passenger rates; otherwise they will be paid as per Clause "R."

Ruling on second paragraph.—This paragraph is intended to cover cases where men are transferred for operating service, or if men are required to travel passenger at the instance of the company from one general superintendent's district to another over 200 miles for any special purpose of the company and does not apply to ordinary deadheading in connection with their regular service.

Example.—A baggageman is required to work on a special train from Winnipeg to Vancouver and is then deadheaded back to Winnipeg, the paragraph will not apply to him and he will be paid as per clause (r) of this article.

(u) Trainmen will be advised at once in writing through the proper officer with the reason, if mileage or time claimed is not allowed in full. In case time is disputed the mileage or time not in dispute will be paid in current pay-roll.

(v) Train baggagemen who receive help to load or unload, handle for the purpose of checking, transfer or delivery, between or at terminals any sacks of His Majesty's mail on runs which regularly handle same will be paid the sum of ten dollars ($10.00) per month therefor.

When a baggageman on such a run works only part of a month he will receive his due proportion of this amount and the man or men relieving him will also receive their due proportion of same.

Train baggagemen who are only intermittently required to handle mail as described above, by reason of their being assigned to trains in pool or other service, some of which do not regularly carry mail, will be compensated therefor on the basis of fifty cents (50c) per trip, with a maximum of ten dollars ($10.00) per month. On short turn around runs a round trip will be considered a trip within the meaning of this clause.

(w) Trainmen required to turn engines on turntables will be paid for all time occupied, irrespective of any other compensation earned on trip. They will not be required to turn engine on turntable at terminals where shop staff is employed.

ARTICLE 2.

Way Freight Service.

(a) Through freight trainmen required to load or unload way freight en route will be paid overtime at way freight rates for the time so occupied, but not in excess of way freight rates for the full trip, such time to be deducted in computing overtime. Way freight rates will be paid over full trip if way freight is loaded or unloaded or switching is done at three or more points (other than picking up and setting out cars belonging to their own train).

Ruling 1.—Trainmen will be paid way freight rates over the full trip if they load or unload way freight at three or more points, or switch at three or more points or a combination of three or both. This is not to be construed to apply to through trains setting out or picking up cars belonging to their own trains, unless a switch has to be made to spot cars which are set out; that is, cars set out of a train will be placed for loading or unloading, and this will not constitute switching unless the placing of same will necessitate the removal of car or cars from the track to which cars set out are destined. When picking up, any cars which are placed must be re-spotted.

Ruling 2.—It is is ruled that the arbitrary allowance will be paid for time occupied in loading or unloading way freight in addition to the through freight mileage unless this amounts to more than way freight rates for the entire trip.

(b) Way freight crews arriving too late to take regular assigned run will be entitled to work on through freight to enable them to catch their regular run at the other terminal, and they may run around other crews to do so. (This will not constitute a run around under Article 14.)

(c) The handling of water cars for other than train purposes will be by way freight rates. If by through freight trains, way freight rates will be paid, provided water is distributed at three or more stations.

(d) Train crews will not be compelled to handle way freight on night trains or on Sundays. They will not be required to put such freight in warehouses, except in case of stress of weather, or when the way freight is perishable. Way freight trains will leave terminal points between the hours of three o'clock and ten o'clock and will not be considered night trains. Such trains will work way freight through to the destination of their run, irrespective of the hour reach-

ing such destination. Trains leaving terminals at hours other than between three o'clock and ten o'clock will be considered night trains after sunset, and trainmen may after sunset set off local way cars.

(e) If the work on any way freight or switching run is unduly heavy it will be lightened by using a smaller engine or by employing additional brakeman.

(f) Way freight trains will not be double headed except in case of storm, and in such case the tonnage will not exceed the rating of the largest engine attached, except that on the British Columbia district, west of Field and Kootenay Landing, the double heading of way freights will be permissible in order to allow a helper engine to be returned to the foot of the helper district and no additional tonnage will be added over that of the single engine handling the train.

ARTICLE 3.

Work Train Service.

(a) Trainmen assigned to work train service and held in that service will be paid on the basis of 12½ miles per hour computed from the hour that the crew is ordered for until laid up, and will be paid equivalent to not less than eight consecutive hours at work train rates for every working day so held, not including overtime work lapping over from previous day.

Crews assigned to work train service will not be transferred or used in other service during a continuance of the assignment by a temporary suspension of the assignment for less than three days, excepting that when a congestion of traffic occurs, which the unassigned crews on the territory are unable to handle, work train crews may be used for that purpose.

(b) Actual mileage, detention and overtime will be paid at through freight rates when going to or from work and this will not be included in time or mileage paid for at work train rates.

When the mileage of a work train, including running and working, exceeds 12½ miles per hour, computed from the time crew is ordered to start work until relieved from duty on any day, actual miles run will be allowed.

Work trains under the meaning of this article are trains assigned to maintenance, construction and betterment work.

(c) Trainmen on wrecking trains will be allowed actual mileage and overtime at through freight rates to and from working limits and work train rates while at work with a minimum of one day's pay at work train rates for the combined service for every day held in such service.

(d) Trainmen will not be paid for performing work train service en route unless time occupied aggregates one hour, in which case they will be paid work train rates for the whole time so occupied, such time not to be included in computing overtime.

Ruling.—Under this article when the aggregate time occupied in work train service is one hour or more it will be paid for in addition to compensation for the trip, but will not be included in computing overtime.

(e) Trainmen assigned to work train service will not be considered absent from duty from the time work is through on Saturday night until usual starting hour Monday morning, unless notified in writing before they are laid up on Saturday night that they will be required. Trainmen will be allowed to go home for Sunday if the train service will permit and it will not interfere with the work service, and will be furnished transportation if requested within a reasonable time before departure of train. If arrangements as per this clause are not made permitting the trainmen to go home for Sunday and they are not used they will be paid for fifty (50) miles at work train rates.

(f) When an unassigned crew is used in work train service for two calendar days or less the crew will be paid through freight rates and under through freight conditions, excepting that when the nature of the work is such that it is necessary for the crew to be run in and out of terminals, it may do so without involving payment of run arounds or the crew being automatically released.

If such crew is tied up at a terminal it will take its turn out in the unassigned service.

If an individual crew is used longer than two days in such service it will be paid under work train conditions after the second calendar day, but all work train service of 10 days' duration or longer will be advertised and made a regular assignment.

This rule will not apply should crew handle revenue freight.

(g) Unless senior conductors or brakemen desire otherwise, junior conductors or brakemen will, if they are competent, be assigned to work and construction trains. All assignments in this service will be governed by the provisions of clauses (c) and (e) Article 7.

(h) Crews assigned to snow service, such as the crews at Glacier, will be paid work train rates and will be governed by work train conditions.

(i) When crews are taken out of work service at a terminal they will take their turn out behind all unassigned crews then in the terminal.

Ruling.—A crew handles revenue traffic from a terminal to a point 60 miles distant, where the crew is then put on a work train for two or three days, after which it is returned to the terminal with another train of revenue freight. Under these circumstances the crew would be entitled to 100 miles in each direction, when handling the revenue freight, and while on the work train would be paid in accordance with Article 3 of Schedule.

ARTICLE 4.

Overtime.

(a) When a regular passenger train averages less than 20 miles per hour and any other train less than 12½ miles per hour, overtime will be allowed at the schedule rates of the subdivision on which such overtime is incurred on a basis of 20 and 12½ miles per hour respectively for the time so occupied, computed from the time train actually leaves initial terminal until arrival at objective terminal. In computing overtime all mileage paid for, including allowances for doubling, will be included in the mileage, and unless otherwise provided for herein the time will not include the time otherwise paid for.

Note.—On the Revelstoke and Nelson divisions, overtime for regular passenger trains will be computed on a speed basis of 15 miles per hour.

(b) Overtime on the Laggan subdivision will be computed separately on the two portions of the line east and west of Lake Louise. On westbound trains the overtime will be computed at 12½ miles per hour at prairie rates from the time the train leaves Calgary until arrival at Lake Louise, and at 12½ miles per hour at mountain rates from the time of arrival at Lake Louise, until arrival at Field. On eastbound trains the overtime will be computed at 12½ miles per hour at mountain rates from the time the train leaves Field until arrival at Lake Louise, and at 12½ miles per hour at prairie rates from the time of arrival at Lake Louise until arrival at Calgary.

(c) Overtime will be computed separately on the two portions of the line east and west of Castlegar. On westbound trains the overtime will be computed at 12½ miles per hour at valley rates from the time the train leaves Nelson until arrival at Castlegar and at 12½ miles per hour at semi-mountain rates from the time of arrival at Castlegar until arrival at Grand Forks. On eastbound trains the overtime will be computed at 12½ miles per hour at semi-mountain rates from the time the train leaves Grand Forks until arrival at Castlegar, and at 12½ miles per hour at valley rates from the time of arrival at Castlegar until arrival at Nelson.

(d) When trainmen are called for duty and the call is cancelled before they have started to work,

they will be paid 12½ miles per hour with a minimum of 33 miles and stand first out. If cancelled after work has been commenced they will be entitled to the minimum day and stand last out.

Trainmen shall be paid initial terminal detention for all time required to be on duty prior to the time that train is ordered to leave, and also for all time held at the terminal until the train actually leaves the terminal.

Excepting that trainmen required to be on duty 15 minutes or less prior to the time train is ordered for shall not be paid initial terminal detention for the first 15 minutes after the time required to report for duty.

Ruling.—Article 4, Clause (d).

It is understood under Article 4, Clause (d), that a crew will not be considered to have started work until they have actually started their train or commenced to switch.

(e) When a train making an objective terminal is held out of such terminal (at the semaphore, yard limit board, or behind another train similarly delayed) on account of yard being congested, or other conditions which make it impossible for the train to be taken in promptly, the crew shall be paid overtime at road rates from the time first stopped until able to proceed, and be released from duty without delay, and this time will not be included when computing road overtime, except that it shall be included to make up a short day.

Ruling.—Under these clauses the principles outlined in the arbitrator's award, December 14, 1916, will apply, viz.: when a train does not make a speed of nine miles per hour, computed from the time they start until they clear the terminal, the crew will be paid for all time in excess of the time necessary to go from the starting point to a point where terminal is cleared at the rate of nine miles an hour, and will be paid for such time at overtime rates. The same allowance will be made on the incoming trip computed from the time train is first stopped approaching the terminal until finally stopped in the receiving yard.

On the incoming trip on short runs, delayed time as stated above may be used to make up a short day.

(f) Trainmen held more than 15 minutes at terminal points after arrival of train has been registered shall be paid for such time at overtime rates.

Ruling.—When the company require the engine coming in on the train to be placed on house track by the crew in charge of the train, they will have the right to use one of the crew to do this work. It is to be distinctly understood that the balance of the crew are relieved from all responsibility and that the man used to perform this service will be paid his regular rate in the class of service employed for all time occupied if held in excess of 15 minutes.

It is agreed that the 15 minutes specified in this clause applies only to trainmen held for service incidental to their own train, such service being defined as:

(1) Taking engine to shop.

(2) Unloading baggage.

(3) Registering train or delivering bills.

When trainmen are held for any other service they will be entitled to all time so he'd computed from the time train finally stops in receiving yard or at station where road service ends.

It is understood that train is not considered stopped until it has been secured.

The men used for this service will submit their own wages tickets.

ARTICLE 5.

Short Runs.

(a) In all freight service and in all unassigned passenger and mixed train service, pusher and helper service, 100 miles or less, eight hours or less, constitute a day's work, exclusive of switching. When trains are turned at intermediate points, actual mileage both ways on round trip will be counted as mileage of run, but not less than one day's pay for such service will be allowed, exclusive of switching.

(b) A trip will automatically end on arrival at a terminal. The meaning of terminal is understood to be the regular points between which crews regularly run, for instance, the terminal from which a branch line projects will be the terminal for the branch, but not necessarily for the subdivision from which the branch line projects. Crews in short turn around service on the Nelson division may be required to make two short turn around trips out of a terminal with the understanding that a crew shall not be started out of a terminal on a second turn around trip after having been on duty seven hours or more. The definition of terminal in this clause not to apply to the Nelson division. On the Nelson division, Grand Forks, Nelson and Roseberry will be regular terminals for all crews, and additional terminals for crews assigned at other points will be governed as per letter, November 24, 1916, to Mr. Coleman. See letter.

Ruling.—On the Nelson division where crews are permitted to make two turn around trips in continuous service under Article 5, Clause "B," should they earn way freight rates on either one or both of those trips they will be entitled to way freight rates for the entire day.

Note.—(1) For snow plough and passenger extras the following will be considered turn around points:

Kelfield, for Reford subdivision.

Cutknife, for Cutknife subdivision.

Vanguard, for Vanguard subdivision.

Macklin, for Macklin subdivision.

End of track, for Kimberley division.

End of track, for Waldo subdivision.

Huntingdon, for Mission subdivision.

Westminster, for Westminster subdivision.

Arrowhead, for Arrow Lake subdivision.

Note.—(2) Time occupied in making trip from Lac Du Bonnet to Winnipeg river bridge and return will be paid for as switching.

Note.—(3) When La Riviere subdivision assigned way freight makes a trip, Rudyard to Kalcida and return, time or mileage will be allowed, with a minimum of twenty-five (25) miles, exclusive of regular trip. See examples.

(c) Freight crews handling extra passenger trains or sections of regular passenger trains out of Vancouver for the east, or vice versa, may run through Coquitlam without involving the payment of run arounds to crews then in Coquitlam, providing that the crews in Coquitlam will take their turn out when going to Vancouver to catch those extra passenger trains eastbound. It is understood, however, that freight crews handling such passenger trains will not be required to handle freight in either direction. Crews so used will be paid actual mileage and overtime between Coquitlam and Vancouver, and for all time at Vancouver at 12½ miles per hour, at through freight rates. Road crews will be assigned to handle all freight work between Coquitlam and Vancouver, but will not be compelled to do any yard switching at either end of the run and will be paid actual mileage and overtime at 12½ miles per hour for all time engaged in such assignment, with a minimum of 100 miles for each calendar day exclusive of overtime earned on other days. No such assignment will be for a period of less than five consecutive days. Unassigned crews used in freight service between Coquitlam and Vancouver will be paid as per short run clause, but will not be compelled to do yard switching at either terminal. Where unassigned crews are used in this service, Vancouver will be considered as a turn around point for such crews.

Ruling.—Freight crews assigned under this clause who earn way freight rates as per Article 2 "a" on any individual trip or on the trips as a whole will be paid way freight rates for the entire day.

ARTICLE 6.

Double Heading and Helping.

(a) It is not the intention of the company to adopt generally the plan of double heading freight trains, which has prevailed on some other roads, and no materially greater portion of double heading trains on any district will be run than in the past.

(b) The practice of double heading freight trains of over 1,375 actual tons, exclusive of caboose, will be discontinued.

(c) Helping engines may be used to assist trains between the following points:

Westbound—
- Fort William to Raith
- Kenora to Lowther
- Austin to Sidney
- Brandon to Kemnay
- Neepawa to Minnedosa
- Minnedosa to Large
- Solsgirth to Birtle
- Binscart to Harrowby
- Morden to Darlingford
- LaRiviere to Wood Bay
- Indian Head to McLean
- Curls to Crestwynd
- Medicine Hat to Bowell
- Wardner to Cranbrook
- Cranbrook to Fassiferne
- Lake Louise to Stephen
- Beavermouth to Glacier
- Revelstoke to Clanwilliam
- Tappen to Notch Hill
- Castlegar to Farron
- Grand Forks to Eholt
- Roseberry to Summit Lake

Eastbound—
- Broadview to Percival
- Rennie to Kenora
- Kenora to Pine
- Birtle to Solsgirth
- Minnedosa to Ameer
- Rapid City to Varcoe
- Rapeard to Oxbow
- LaRiviere to Binney
- Millwood to Binscarth
- Moose Jaw to Pasqua
- Regina to McLean
- Expanse to Crestwynd
- Suffield to Bowell
- Medicine Hat to Dunmore
- Wynndel to Goatfell
- Michel to Crow's Nest
- Field to Lake Louise
- Ruby Creek to North Bend
- Shuswap to Notch Hill
- Craigellachie to Clanwilliam
- Revelstoke to Albert Canyon
- Albert Canyon to Glacier
- Beavermouth to Mileage 54
- Golden to Field
- Wakusp to Summit Lake
- Roseberry to Sandon
- Cascade to Farron

Northbound—
- Greenwood to Motherlode Spur

Southbound—
- Smelter Junction to Rossland
- Eholt to Phoenix

and all other places where regular helper engines may now or hereafter be established to take over any single grade, the actual tonnage which any single engine handling the train may bring to the foot of that grade. (By the foot of the grade is meant a convenient station near the foot of the grade, at which the helper engine may be taken care of.)

(d) Double headers may be run in cases of storms, accidents, to avoid running engine light, moving engines to and from shops or from one division to another, to expedite stock or perishable freight, but in all such cases the tonnage will not exceed the rating of the largest engine attached, unless as hereinbefore specified. In case of an accident to an engine, consolidation may be effected with another train and the consolidated train brought into terminal as a double header.

(e) Note.—Nothing in the above rules in regard to limiting tonnage or length of train to be handled by double headers, or otherwise, shall be construed so as in any way to limit or establish a precedent as to the proper or safe length of the train to be handled by one engine.

(f) If it is found at any time that the above arrangement is not satisfactory, a meeting will be held on one month's notice to discuss and revise same, without it involving a revision of the schedule.

See letters.

ARTICLE 7.

Promotion.

(a) Promotion on each promotion district will be made according to the seniority of the trainmen on that district, and will be governed by merit, fitness and ability. Any man who is not promoted by the company when his turn comes will be promptly advised in writing by the superintendent the reason therefor.

(b) Brakemen will have no seniority standing for the first six months' service, after which they will rank as brakemen from the date they entered the company's service as such.

(c) Senior brakemen will be required to pass their examinations for conductor in turn. Brakemen refusing their promotion to conductor or failing to qualify for same within 30 days of the date set for their examination, will thereafter rank junior as conductor to men promoted in their stead. Trainmen will be advised in writing by the company immediately the result of their examination.

The promotion of brakemen east of Field and Kootenay Landing will be from through freight to way freight, from way freight to mixed on permanent freight promotion districts. In the event of a brakeman refusing to accept any particular run that his seniority entitles him to, he will lose his rights to that run until it again becomes vacant or until change of time table, but will otherwise retain his seniority standing. Permanent vacancies or new runs created will be bulletined for ten days and given to the senior qualified man applying therefor. Any man away on leave of absence or who is ill will not be affected by this clause. In the event of a reduction in staff the junior men will be reduced.

The promotion of passenger brakemen east of Field and Kootenay Landing will be to train baggagemen, or to any run in passenger service as brakeman or baggageman to which their seniority as brakeman entitled them. In the event of a baggageman or a brakeman refusing to accept any particular run to which he is entitled, he will lose his rights to the run until it again becomes vacant or on change of time table, but will otherwise retain his seniority standing. This will not apply to men who are ill or on leave of absence. Permanent vacancies or new runs created will be bulletined for 10 days and given to the senior man applying therefor. Freight brakemen will not be eligible for position in passenger service, except that when there is a vacancy and no passenger brakeman to fill same, preference will be given to the senior suitable freight brakeman applying for it, and if no suitable freight brakeman applies to the senior suitable yardman applying therefor.

Promotion for brakemen west of Field and Kootenay Landing will be to any run in either passenger, mixed, freight or work train service, to which their seniority as brakeman entitled them, but in the event of a brakeman refusing to accept any particular run that his seniority entitles him to, he will lose his rights to that run until it again becomes vacant or until change of time table, but will otherwise retain his seniority standing. Permanent vacancies or new runs created will be bulletined for 10 days and given to the senior qualified man applying therefor. Any

man away on leave of absence or who is ill will not be affected by this clause. In the event of a reduction in staff the junior men will be reduced.

Promotion to baggage cars west of Field and Kootenay Landing to be made from the ranks of brakemen on their promotion district. A disabled trainman or yardman, who is capable, to have preference.

(d) Trainmen promoted shall rate as conductors from the date they are actually placed in charge of a train, provided always that the senior qualified man gets his turn to qualify. If a junior man has to be used in an emergency, the trainmaster shall take immediate steps to get the senior man in and place him on the train and the emergency trip shall not count as date of rating for the junior man.

(e) The promotion of conductors will be to any run in either work, freight, mixed or passenger service to which their seniority as conductors entitles them. In the event of a conductor refusing to accept any particular run to which he is entitled, he will lose his rights to the run until it again becomes vacant or change of time table, but will otherwise retain his seniority standing. Permanent vacancies or new runs created will be bulletined for 10 days and given to the senior qualified man applying therefor. Any man away on leave of absence or who is ill will not be affected by this clause. In the event of a reduction of crews the junior men will be reduced.

(f) In the event of the transfer of lines from one promotion district to another, the trainmen on such lines will have the choice of being transferred or not according to their seniority. The trainmen transferred will rank with those on the promotion district to which they are transferred, according to the date from which they ranked as conductors, baggagemen and brakemen respectively, but no men will be reduced in rank unless the number of crews employed on that promotion district is reduced.

(g) Promotion to runs extending over more than one promotion district will be divided between the crews on such districts as nearly as possible on a mileage basis.

(h) West of Field and Kootenay Landing in the event of a line of railway being constructed which will connect any two divisions, the whole of such line will be manned equally by trainmen from the superintendents' divisions so connected.

(i) East of Field and Kootenay Landing preference in manning new lines or extensions of the general division (as defined in special agreement of December 3, 1909) will be given to the trainmen on the existing lines of that division, according to seniority, provided they are competent.

Hereafter conductors transferred to new lines or extensions of the general divisions, as per above paragraph, will be given a rating and placed on the seniority list of conductors on the promotion district of which the new line or extension becomes a part, as the junior conductor regularly entitled by seniority to a run in the class of service to which he is transferred at that time of his transfer.

When brakemen transfer as per this clause, they shall take the seniority they held on the promotion district from which they transferred and will be placed on the seniority list accordingly. If a man, who is a brakeman at the time of vacancy, has a rating of conductor on his original promotion district, he may apply, but the only time which shall be counted in both applying for the position, also for place on the seniority list on the district to which he is transferred, shall be the actual time he rated as brakeman previous to promotion.

Vacancies to be filled under this clause will be bulletined at all terminal points of general division, as defined in the permanent promotion district agreement. Applications must be made within 30 days of bulletin. After such line is once crewed no further applicants will be considered.

(j) Men who have lost their promotion rights under former promotion rules will not be considered as regaining any rights by the adoption of this article.

(k) Superintendents will prepare seniority lists of conductors and trainmen covering each promotion district, and post at the headquarters on the first of January, first of May and first of September of each year. Any employee who considers that his standing is not correctly shown on this list must enter a protest in writing between the dates of issue, or no action will be taken in regard to any claims he may make. Any man who is away on leave of absence or who is ill will not be affected by this clause. These lists will be kept posted in passenger and freight registering offices at terminals.

ARTICLE 8.

Leave of Absence.

(a) Conductors on leave of absence will be relieved by the senior suitable conductor desiring same.

(b) Baggagemen or brakemen on leave of absence will be relieved by the senior suitable baggageman or brakeman desiring same. This to apply to freight and passenger service.

ARTICLE 9.

Rest at Terminals and on Line.

Trainmen who have been on duty 12 hours or more will have the right to book rest at any point, the men to be judges of their own condition. Eight hours' rest to be considered sufficient except in extreme cases. Trainmen will not be required to leave terminals until they have had at least eight hours' rest, if desired, but such rest must be booked on arrival and in no case if rest is booked at a terminal shall it be for less than five hours. See letter.

ARTICLE 10.

Discipline and Dismissal.

No trainman shall be disciplined or dismissed until his case has been investigated and he has been proven guilty of the offence charged against him and decision rendered. He, however, may be held off for such investigation for a period not exceeding three days, and when so held off he will be notified in writing that he is being held off for that purpose and advised of the charges against him. He may, if he desires, enjoy the privilege of the assistance of a fellow employee in stating his case at the investigation and will be given a copy of statement made by him at the investigation. All material and necessary witnesses must be notified in writing to appear. If they appear their evidence shall be taken in the presence of the accused. If they do not appear the accused shall be furnished with a copy of their written statements and their names. If accused is not satisfied with the decision he will be given an opportunity of reviewing the evidence and may appeal through his representatives to the higher officials. Should the charge not be proven the trainman will be reinstated at once and paid for all time lost at schedule rates and reasonable actual expenses.

Should the charge be proven the trainman will be paid his reasonable actual expenses for the time he may be held away from his home terminal in excess of three days, but nothing for the time lost, nor for expenses if not held longer than said three days.

Note.—It is understood that men will not be held off unnecessarily and caused to lose time under above rule.

When a trainman is discharged or resigns he will, within five days, be paid and given a certificate, stating the term of service and in what capacity he was employed.

ARTICLE 11.

Trainmen employed in freight crews regularly set up will be paid for not less than 2,800 miles at through freight rates in any one month. When it is

necessary to reduce the number of crews set up, it will be done in the order of seniority, commencing with the junior men. Crews running only a part of a month will be credited with such mileage at the rate of 100 miles for each day regularly set up. This will not be construed to mean that 2,800 miles is a maximum mileage which trainmen will be permitted to make.

ARTICLE 12.

(a) Trainmen will not be temporarily transferred from one promotion district to another, except in cases of shortage of men on that district, and the junior men will be sent and shall go, unless the senior men wish to go. Trainmen will be notified of such transfer at their home terminal and given necessary time to prepare for such transfer.

(b) Trainmen will not be run on any other than their own subdivision, except in cases of shortage of men on that subdivision.

Note.—This article refers to shortage of crews on the subdivision and not at terminal or subdivisional points on the subdivision.

ARTICLE 13.

(a) Freight trainmen living within one and one-half miles of yard office, and passenger trainmen living within one and one-half miles of passenger station will be called in time to be on duty at the time required by the company, but such call shall not exceed two and one-half hours previous to the time train is ordered to leave. Caller will be furnished with a book in which the time will be registered and in which trainmen will sign their names.

(b) When the location of a yard office or a passenger station at any terminal is changed in future, any one residing within the one and one-half mile limit at the time of the change will still be considered as within the calling limit. (This not to affect the present conditions existing at Moose Jaw and Calgary.)

ARTICLE 14.

Unassigned crews in freight service will be run first in and first out of terminals. When run around they will be paid 50 miles for each run around and stand first out.

Note.—When an unassigned crew has come on duty in turn and they have got their engine and commenced work, they will remain with train called for, even though another crew comes on duty later and gets out of terminal first. The first crew called will not be entitled to pay as per this article.

ARTICLE 15.

When freight crews are called out for any service the full crew will be used, but may be split when required to run sections of passenger trains, except between Revelstoke and Field.

Note.—It is agreed as an exception to the above that the company will have the right to require a member of a crew in any service to bring engine from shop track to train, and such trainman will be entitled to initial terminal detention from the time he is required to report for duty until the train actually leaves the terminal and shall submit his own wages ticket from the time he reports for duty until his regular time with his crew commences.

ARTICLE 16.

(a) All passenger and mixed trains will have at least one baggageman and one brakeman. All passenger trains of eight cars or more will have two brakemen and one baggageman if there is a local baggage car on train; one or two box baggage cars or refrigerator cars to count as one car, and three or four as two cars. Two brakemen in addition to baggagemen to be employed on all passenger trains between Revelstoke and Field.

Where more than one distributing baggage car is placed on passenger trains, sufficient baggagemen will be put on so that the work may be properly handled.

(b) East of Field and Kootenay Landing, when mixed trains are manned with conductor and two men, the brakemen will be taken from the freight service, one of whom may act as baggageman, and when train is manned with conductor and three men the baggageman will be taken from the passenger service.

ARTICLE 17.

One brakeman on all trains must be competent and have had at least six months' experience as such, and one of the brakemen must be acquainted with the road. A conductor will not be required to take out a brakeman who is found to be incompetent more than one round trip, unless his incompetency is disproved.

ARTICLE 18.

Trainmen will not be compelled to ride in plows or flangers, but will be supplied with a van or other suitable car properly equipped.

ARTICLE 19.

(a) Crews will not be compelled to abandon their vans between terminals for the purpose of travelling passenger, nor when being moved from one to next subdivision terminal for freight service, nor when handling trains composed of colonist or immigrant cars.

(b) Crews regularly set up in freight service will be supplied with regular caboose or other suitable car properly equipped. When freight crews are sent out on passenger trains without their regular caboose, they will, unless otherwise employed, be returned to original terminal deadhead on the first available train after their arrival at the distant terminal or their caboose will be delivered at the distant terminal within 15 hours of the time of departure of such crew from the original terminal. Article 14 will not apply if crew returns deadhead to the crew or crews run around at the distant terminal.

(c) Cabooses will not be taken away from crews when they book rest, unless the congested state of traffic absolutely demands it, and all other available cabooses at that point are in service, and if this rule is violated the men will not be used in any service, but will be paid the same compensation as earned by the crew using the caboose.

Note.—A caboose will not be laid up under this rule unless all members of the regular crew arriving thereon book rest.

ARTICLE 20.

(a) Trainmen assigned to regular runs will not be required to stop in vans at terminal points, and unless they are advised that they will be required before their regular run will not be considered absent from duty if so required and not on hand. When assigned crews are willing to perform extra service during their lay over hours, they will not be used in such service if unassigned crews are available, to the detriment of the unassigned crews.

(b) Conductors and trainmen in pool freight and in unassigned service held at other than home terminal will be paid continuous time for all time so held after the expiration of 18 hours from the time relieved from previous duty, at the rate per hour paid them for the last service performed. If held 16 hours after the expiration of the first 26 hour period, they will be paid continuous time for the next succeeding eight hours, or until the end of the 24 hour period, and similarly for each 24 hour period thereafter. Should a conductor or trainman be called for duty after pay begins, time shall be computed continuously. For the purpose of applying this rule the railroad company will designate a home terminal for each crew in pool freight and in unassigned service.

ARTICLE 21.

Freight crews handling five or more heated cars, seven or more coaches, or three and five combined, will have a man in charge of same. Where less than the number of heated cars or coaches as specified above are on a train, the heated cars will be marshalled together as far as practicable. This is to apply between the months of November and March inclusive.

ARTICLE 22.

Trainmen will not be compelled to handle cars in trains the draft gear of which is defective and requires to be chained, further than to take car of perishable freight or live stock that may become disabled en route to the first terminal. Under no circumstances will trainmen be compelled to handle cars behind van other than official cars or flangers.

ARTICLE 23.

Crews assigned to regular runs will not be compelled to do other work than that to which they are regularly assigned, except in cases of wrecks when no other crews are available, and as provided in clause governing short mileage mixed train runs.

ARTICLE 24.

(a) Trainmen will not be required to sweep or clean coaches, but where train porters are not employed they will remove rubbish from coaches while en route, so as to keep them in a tidy condition.

(b) Trainmen will not be required to couple or uncouple air or steam hose at terminals where carmen are employed and within the hours of service of such carmen.

ARTICLE 25.

At points where company's ice houses are located, trainmen will be allowed ice for cabooses.

ARTICLE 26.

Rotary plows will not be handled on way freight trains, and these plows will, when handled behind the cabooses, be properly equipped with automatic air in working order.

The car limit on trains handling rotary plows as above to be 15 cars, exclusive of caboose.

ARTICLE 27.

Trainmen will not be required to place the following heavy stores on cabooses at points where same are regularly supplied, *i.e.*, jacks, chains, brasses, wedges, knuckles, air hose, oil and dope. Stores for passenger crews will be supplied at or near depot. Requisitions for stores required and keys of vans will be left at the registering office when the arrival of the train is booked and a receipt therefor secured, otherwise trainmen will secure their supplies on their own time. Receipt will be given for requisition and key by the man in charge of the office.

ARTICLE 28.

When trainmen are used to set up a caboose, the men who are to occupy it will be called and will be paid thirty-three (33) miles at through freight rates for so doing.. The crew so set up will take their turn out as per article 14 after work of setting up caboose is completed.

When a regularly set up crew is required to transfer into another caboose, the crew will be notified of time such transfer will be made, and if required to make the transfer, will be paid for the time so occupied, and will be called in time to do so before leaving the terminal in their turn.

ARTICLE 29.

Crews will not be held away from home terminal to make more than two round trips in turn around service. Article 14 will not apply to crews exercising this right.

ARTICLE 30.

Home terminals for unassigned crews as at present established will not be changed except by mutual arrangement.

ARTICLE 31.

Trainmen will not be required to brass cars other than those in their own trains.

ARTICLE 32.

The articles embodied in this schedule shall constitute an agreement between the Canadian Pacific Railway Company and its conductors, baggagemen, brakemen and flagmen employed on its western lines thereof, and will remain in force subject to 30 days' notice from either party.

THE FOLLOWING EXAMPLES, AGREEMENTS AND LETTERS ARE A PORTION OF THIS SCHEDULE:

Article 1, Clause "J."

A crew is assigned to a mixed train running daily except Sunday, and making sixty-two (62) actual miles each day, for which they are, of course, entitled to a minimum of one hundred (100) miles per day. There are twenty-seven (27) working days in the month and the crew work every one of these days on their regular assignment. In addition to this they make five hundred (500) miles in extra service outside of their assignment during the month.

Under this example one hundred (100) miles would go to make up the shortage of the guaranteed mileage and the crew would be entitled to payment for four hundred (400) miles in addition to their guaranteed mileage.

Article 1, Clause "R."

Example No. 1.

Crew deadheads on passenger "A" to "C" and runs freight "C" to "G."

"A" and "G" are terminals and "C" an intermediate point.

Ordered to appear on duty at 6.45 to leave at 7K.
Leaves "A" at 7K.
Arrives "C" at 9K. (distance 50 miles).
Goes in freight service at 9K.
Leaves "C" at 9.30K.
Arrives "G" at 15K. (distance 50 miles).
Allowed 50 miles deadhead at passenger rates.
75 miles at freight rates.

Total 125 miles.

Example No. 2.

Ordered to appear on duty at 6.45 to leave at 7K. (to run freight).

Leaves "A" at 7K.
Arrives "C" at 10K. (distance 50 miles).
Leaves "C" at 11K. (deadhead on freight).
Arrives "G" at 15K. (distance 50 miles).
Allowed 100 miles at freight rate.

Example No. 3.

Ordered to leave "A" at 7K. (to deadhead on passenger).
On duty at 6.45.
Leaves "A" at 8K.
Arrives "C" at 10K. (distance 50 miles).
Goes into freight service at "C" at 11K.
Leaves "C" at 12K.
Arrives "G" at 15K. (distance 50 miles).
Released from duty at "G" at 16K.

Allowed 20 miles initial detention (passenger rates).
50 miles deadhead at passenger rates.
20 miles at passenger rates (held at "C")
50 miles at freight rates.
12½ miles at freight rates (objective detention).

Total 152½ miles.

Example No. 4.
Ordered to leave "A" at 7K. to appear on duty at 6.45 to run freight.
Leaves "A" at 8K.
Arrives "C" at 13K. (distance 50 miles).
Leaves "C" at 15K. (deadhead on passenger).
Arrives "A" at 17K. (distance 50 miles).
Allowed 12½ miles initial detention at freight rates.
62½ miles at freight rates.
25 miles at freight rates (held at "C").
50 miles at passenger rates (deadhead).

Total 150 miles.

Example No. 5.
Ordered to leave "A" at 7K. to appear on duty at 6.45 to deadhead on passenger.
Leaves "A" at 7K.
Arrives "D" at 9K. (50 miles) ("D" is a C.P.R. Junction).
Goes into freight service at 10K.
Switches one hour, 10K. to 11K.
Leaves "D" at 12K.
Arrives "G" at 16K. (50 miles).
Allowed 50 miles at passenger rates.
20 miles at passenger rates (held at "D").
12½ miles at freight rates (switching from 10K. to 11K.
50 miles at freight rates.
12½ miles at freight rates (overtime).

Total 145 miles.

Example No. 6.
Ordered to leave "A" at 7K. to appear on duty at 6.45 to pilot engine.
Leaves "A" at 7K.
Arrives "B" at 9K. (distance 25 miles).
Leaves "B" at 10K. (on passenger train deadhead).
Arrives "A" at 11K. (distance 25 miles).
Allowed 25 miles freight rates.
12½ miles freight rates held at "B."
25 miles passenger rates.

Total 62½ miles.

Total not equalling 100 miles at through freight rates, 100 miles allowed.

Example No. 7.
Called for 7K. to appear on duty at 6.45 to pilot engine.
Leaves "A" at 7K.
Arrives "D" at 10K. (distance 50 miles).
Leaves "D" at 13K. (deadhead on freight).
Arrives "A" at 16K. (distance 50 miles).
Allowed 50 miles through freight rates.
Held at "D" no allowance.
50 miles through freight rates.

Total 100 miles.

From "A" to "D" to "A," 9 hours, man is, therefore, entitled to one hour overtime.
Examples, Article 5.
Example No. 1.

Crew runs from Red Deer to Alix and return to Red Deer.

Red Deer is a terminal point between Calgary and Strathcona, and 18.4 miles north thereof is Lacombe, the junction of the Lacombe branch. Alix is on the Lacombe branch at a point 26.7 miles east of Lacombe. The distance, therefore, from Red Deer to Alix and return is 90 miles, and the crew is accordingly entitled to 100 miles.

Example No. 2.

Crew runs from Red Deer to Alix, from Alix back to Lacombe, thence to Strathcona.

The distance between Red Deer and Strathcona is 97 miles; the distance on the Lacombe branch to Alix and return is 53 miles. The crew is, therefore, entitled to 100 miles for the trip from Red Deer to Strathcona and 100 miles for the trip from Lacombe to Alix and return to Lacombe.

Example No. 3.
Stettler is at the end of the Lacombe branch and a crew runs from Red Deer to Stettler, back to Lacombe, thence to Strathcona.

Inasmuch as Stettler is the terminus of the Lacombe branch, the crew is entitled to pay for two trips (a) Red Deer to Stettler, (b) Stettler to Strathcona. The distance from Red Deer to Stettler is 68 miles, for which the crew is entitled to 100 miles and the distance from Stettler to Strathcona is 128 miles, and the crew is entitled to actual mileage.

Example No. 4.
Crew starts at Brandon, runs to Chater on Carberry subdivision, to Varcoe on Rapid City subdivision, to MacGregor on Varcoe subdivision, to Winnipeg on Carberry subdivision. Allowed miles or hours whichever the greater.

Example No. 5.
Crew starts at Brandon, runs to Chater on Carberry subdivision, to Forrest on Rapid City subdivision, to Lenore on Lenore subdivision, Lenore being end of line and a terminal, crew allowed time or miles whichever the greater, but not less than minimum day.

Example No. 6.
Crew starts at Souris, runs to Lauder on Estevan subdivision, to Sanger on Boissevain subdivision, to Deloraine on Napinka subdivision, to Lyleton on Lyleton subdivision. Lyleton being a terminal, crew allowed time or miles whichever the greater, but not less than minimum day.

Example No. 7.
Crew starts at Souris, runs to Napinka on Estevan subdivision, to Deloraine on Napinka subdivision, to Lyleton on Lyleton subdivision. Lyleton being a terminal, crew allowed time or miles whichever the greater, but not less than minimum day.

Note.—Napinka being a terminal for Napinka subdivision, where crews tie up, example seven applies only to snow plow and passenger trains running from Estevan subdivision to Napinka subdivision via Napinka.

Example No. 8.
A crew leaves Revelstoke, runs to Okanagan Landing, thence to Sicamous and return to Okanagan Landing. Crew would be entitled to two trips, viz.:
A. Revelstoke to Okanagan Landing.
B. Okanagan Landing to Sicamous and return.
Sicamous being considered a turn around point.

Article 5, Clause "B."
Extract of letter addressed to Mr. Coleman under date of November 24, 1916, referred to under Clause (b) Article 5.

"We understand that in the case of a crew stationed at Smelter, for instance, to do the running on short turn around trips out of Smelter, would be considered as arriving at their home terminal when they arrived at Smelter.

"If this crew for any reason was run from Smelter to Nelson or from Smelter to Grand Forks, Nelson and Grand Forks would also be terminals for that crew and they would be entitled to a minimum of 100 miles from Smelter to Nelson and from Nelson to Smelter, also from Smelter to Grand Forks and from Grand Forks to Smelter.

"The position we want to make clear to you is that a terminal cannot be considered as a terminal to-day and a turn around point to-morrow. It is and must be either one thing or the other, excepting where, as stated above, a crew is assigned with home terminal at Smelter or other similar places, which for other crews than those regularly assigned there is not considered a terminal point under the British Columbia district schedule, and in the case of those crews assigned to work out of Smelter, or other similar places, the regular terminals on the division, such

as Nelson and Grand Forks, are terminals for these crews as well as other crews working on the territory."

Article 6.

Winnipeg, October 3, 1913.

W. G. Chester, Esq.,
Canora Street,
Winnipeg, Man.

Dear Sir,—

Referring to our conversation this morning respecting the operation of Article 6 in regard to double heading and helping.

The tonnage over any helper's district is limited to the tonnage which any single engine handling the train may bring to the foot of the grade. For instance, if the tonnage that an engine of a certain rating can bring into a point at the foot of the helper's district is 1,000 tons, it is to be understood that there will be no tonnage above this 1,000 tons added for the helper's district no matter what the capacity of the helper engine may be. I have issued instructions in accordance with this.

Yours truly,
(Sgd.) GRANT HALL,
General Manager.

Article 6.

Example.—The tonnage from Fernie to Wardner for a 210 per cent engine is 1,575 tons. This tonnage cannot, of course, be taken into Cranbrook and has to be reduced at Wardner to 1,183 tons. The tonnage set off is allowed to accumulate there until there is sufficient tonnage for two engines, when a helper is sent down to Wardner to bring it into Cranbrook. This is contrary to schedule, as no more than 1,575 tons can be brought from Wardner to Cranbrook in accordance with Article 6. It must be understood that the tonnage from Wardner to Cranbrook with an assisting engine must not exceed the tonnage that can be brought into Wardner from Fernie with any single engine handling the train.

Article 6.

Winnipeg, January 31, 1918.

S. N. Berry, Esq.,
Vice-President, Order of Railway Conductors,
Winnipeg, Man.

A. F. Whitney, Esq.,
Vice-President, Brotherhood of Railroad Trainmen,
Winnipeg, Man.

Dear Sir,—

Regarding our conversation to-day in connection with pusher grade tonnage from Michel East.

The tonnage of 1,530 tons as shown out of Natal is proven by test an error, and it is agreed, as previously stated, that the tonnage into Michel from the west is that shown out of Fernie, and will remain as such so long as the gradients between Fernie and Michel remain as at present.

Yours truly,
(Sgd.) C. MURPHY,
Chairman of the General Manager's Committee.

Article 9.

Winnipeg, January 21, 1918.

To all Officers and Members,
Divisions O.R.C. and Lodges B. of R. T.,
Canadian Pacific, Western Lines.

Dear Sirs and Bros.,—

While your committees were presenting its arguments in support of certain changes in the proposed joint schedule before the Honourable Board of Conciliation and Investigation, established under the provisions of the Industrial Disputes and Investigation Act, the manager's committee representing the railway company alleged that a few trainmen at certain points were abusing their rights under the 12 hour rest rule by booking rest between terminals for the purpose of evading work, and complaint was made that in some instances crews booked rest when within one or two stations from the terminal.

The purpose and intent of the rule is to give trainmen the right to take rest when their physical condition demands it and in no instance should it be used as a subterfuge to avoid work, and while it is conceded that every trainman shall be the judge of his own condition, it is understood that men will not book rest between terminals unless they really require it and in their opinion they cannot proceed to the terminal without rest.

We urgently request, therefore, that our members refrain from giving justification to complaints relative to booking rest between terminals for any purpose other than to do justice to their physical condition.

We are, yours fraternally,

(Sgd.) S. N. BERRY,
Vice-President,
Order of Railroad Conductors.

(Sgd.) A. F. WHITNEY,
Vice-President,
Brotherhood of Railroad Trainmen.

PROMOTION DISTRICT AGREEMENTS.

(Revised Dec. 1, 1909.)

Canadian Pacific Railway Co.,
General Superintendent's Office,
Winnipeg, Dec. 3, 1909.

The Central Division permanent promotion sections will be as under:

Freight Train Service.

Section 1.—Kenora, Ignace, Fort William sections; Dyment and Lac du Bonnet branches.

Section 2.—Brandon, Souris, La Riviere, Napinka and Varcoe sections; Emerson, Winnipeg Beach, Teulon, Gretna, Mowbray, Lyleton and Carsman branches.

Section 3.—Broadview, Pheasant Hill, Last Mountain, Lanigan and Saskatoon sections and Wynyard section Lanigan to Wynyard.

Section 4.—Minnedosa and Yorkton sections, Wynyard section to Wynyard, Estevan, Rapid City, Arcola and Reston sections; Lenore, Miniota and Russell branches.

Section 5.—Moose Jaw, Swift Current, Portal, Outlook and Moose Mountain sections and Weyburn branch.

Extensions or acquired lines will be included in the freight promotion section they are projected from except all lines built or acquired east of Winnipeg, which will be added to promotion section No. 1.

Permanent Passenger and Mixed Trains.

Section 1.—Kenora, Ignace, Fort William sections; Dyment and Lac du Bonnet branches.

Section 2.—Brandon, Souris, La Riviere, Napinka, Estevan, Arcola, Rapid City, Minnedosa, Varcoe and Yorkton sections; Wynyard section to Wynyard; Emerson, Gretna, Winnipeg Beach, Teulon, Lenore, Miniota, Russell, Carman, Mowbray, Lyleton and Broomhill branches.

Section 3.—Broadview, Pheasant Hills, Last Mountain, Lanigan, Saskatoon, Moose Jaw, Swift Current, Outlook, Portal and Moose Mountain sections; Wynyard section from Lanigan to Wynyard and Weyburn branch.

Extensions and Branches Built or Acquired will be Added to Passenger and Mixed Promotion as under.

Section 1.—East of Winnipeg.

Section 2.—West of Winnipeg to Second Meridian Line.

Section 3.—West of Second Meridian Line to Swift Current.

Through change in time card reducing train crews, the conductors taken out of passenger service and mixed service will resume freight service on the promotion section upon which they ran prior to advancement to passenger service or mixed service.

A permanent run is one established by carding passenger and mixed trains and through vacancies in regular carded passenger and mixed trains.

When men first enter train service on freight promotion sections 3 and 4, they will be assigned to promotion section 3 or 4, and it will be so noted on their employment form.

Men on freight promotion sections 3 and 4 will be run as much as possible on their assigned promotion sections, but are required to run on any part of freight promotion sections 3 and 4 if required.

Passenger and mixed promotion on Reston and Wolseley branch to be governed as follows: Manning from passenger and mixed promotion section No. 2 to remain as at present, but next crew required will come from passenger and mixed promotion section No. 3 and alternate crews thereafter.

It was decided by the committee and general superintendent that Wynyard would be the dividing line between the promotion sections in both freight and passenger service.

It is understood that where additional crews are required on runs extending over more than one promotion district, the crews will be assigned as nearly as possible on a mileage basis from each district.

It has been agreed that a line be drawn due north and south at Swift Current to the nearest terminal point on new lines, this to be considered as dividing line between Central and Western divisions for promotion and application of Article 31.

No change will be made in promotion sections, unless upon mutual desire of the general superintendent and the men in train service.

(Sgd.) J. T. ARUNDEL,
General Superintendent.

(Sgd.) W. G. CHESTER,
Chairman, Joint Gen. Com.,
O.R.C. and B.R.T.

Winnipeg, December 3, 1909.

. T. Arundel, Esq.,
General Supt. C.P.R. Central Division,
Winnipeg, Man.

Dear Sir,—

Our understanding of the agreements arrived at between yourself and the committee covering the questions involved are as follows, and we submit the same for your approval.

It has been agreed by yourself and the committee that the line from Lipton to Sutherland will be advertised for one crew as per Article 31.

The line from Yorkton to Lanigan will be advertised according to Article 31.

That the men transferred from Moose Jaw to man the line between Saskatoon and Wilkie in accordance with special agreement of June 2, 1908, will take their rating in seniority on freight promotion section No. 3 according to their length of service as conductors and brakemen respectively with the company.

It is understood that the line from Saskatoon to Wilkie is now manned by special agreement of April 18, 1907, in accordance with Article 31, and is exempt from application of the Article.

In the event of passenger service being extended from Wilkie to Hardisty and only one crew required between Saskatoon and Hardisty, it has been agreed that the crew on the run between Saskatoon and Wilkie will man the train.

Yours truly,
W. G. CHESTER,
Chairman, Joint General Committee,
O.R.C. and B.R.T.

Approved:
J. T. ARUNDEL, Gen. Supt.
A. PRICE, Gen. Supt.

Calgary, July 6, 1907.

Canadian Pacific Railway Company,
Office of the General Superintendent.

The Western Division will be divided into permanent promotion districts as specified hereunder:

Freight Train Service.

District No. 1—
Medicine Hat section.
Calgary section.
Lethbridge section.

District No. 2—
Laggan section.
Edmonton branch.
Lacombe branch.
Wetaskiwin branch.

District No. 3—
Crow's Nest section.
Sirdar section.
Macleod branch.
Kimberley branch.
Curson branch.
Kootenay Central subdivision.
Extensions or acquired lines will be included in the freight promotion districts from which they are projected.

Passenger and Mixed Promotion Districts.

District No. 1—
Medicine Hat section.
Calgary section.
Laggan section.
Edmonton branch.
Lacombe branch.
Wetaskiwin branch.
Macleod branch.

District No. 2.
Lethbridge section.
Crow's Nest section.
Cranbrook section.
Sirdar section.
Kimberley branch.
Curzon branch.
Kootenay Central subdivision.

Extensions or acquired lines will be included in the passenger and mixed train promotion districts from which they are projected.

It is agreed that the men employed in freight service on Lethbridge section before the districts were changed will have no promotion rights on Medicine Hat or Calgary sections, but will retain their promotion rights on District No. 3, holding their present standing on Lethbridge section until promoted or moved to a run of the same class west of Lethbridge, to which, under this arrangement, they will be entitled to in order of seniority in their respective classes, and which they must take when it is coming to them. New men employed on Lethbridge section, after this arrangement becomes effective, will have no promotion rights on District 3, but will belong to and take their promotion on District No. 1 in the same manner as the men now employed on the Medicine Hat and Calgary sections, and it will be so noted on the superintendent's records.

It is further agreed that the men employed in freight service on the Macleod branch, when this agreement becomes effective, will have no promotion rights on District No. 3, but will retain their promotion rights on District No. 2, holding their present standing on Macleod branch until promoted or moved to a run of the same class on District No. 2, to which under this arrangement they will be entitled in order of seniority in their respective classes and which they must take when it is coming to them. New men employed in freight service on Macleod section after this arrangement becomes effective will have no promotion rights on District No. 2, but will belong to and take their promotion on District No. 3, and it will be so noted in the superintendent's records.

Through change in time table, reducing train crews, the conductors taken out of passenger service and mixed service will resume freight service on the promotion district upon which they ran prior to their advancement to passenger or mixed train service.

A permanent run is one established by carding passenger or mixed trains and through vacancies in regular carded passenger or mixed runs.

Senior men in passenger and mixed train service will have choice of runs in their respective classes, but no change of men in the same class will be neces-

sary, except when a permanent vacancy occurs, or when a change is made in the time table.

Men in freight service on freight promotion districts 1 and 2 will have until August 1st to apply for transfer to Districts 1 and 2. Transfers will be governed by seniority in service in their respective classes, and in the event of enough men not making application for transfer to man either district, the company will transfer a sufficient number to do so, commencing at the junior conductor and brakeman on the other district. The company to have until August 15 to make transfer in accordance with the above, and after that date no transfers will be made except as per Article 20 in schedule, which provides for temporary transfers.

Macleod branch will be temporarily manned by men from Districts 1 and 2. The manning of the Macleod branch will be governed by seniority. In the event of senior men not wishing to go, junior men will be required to go.

No changes will be made in promotion districts as arranged herein, unless by mutual desire of the general superintendent and of the men on train service on the western division.

(Sgd.) R. R. Jamieson,
General Superintendent.

(Sgd.) W. G. Chester,
General Chairman O.R.C.
and Chairman Joint
Committee O.R.C. and B.R.T.

(Sgd.) J. McLaughlin,
General Chairman B.R.T.,
Western Division.

Extract of Agreement Arrived at, at Winnipeg, December 3, 1909:

It has been agreed that a line be drawn due north and south at Swift Current to the nearest terminal point on new lines, this to be considered as dividing line between Central and Western Divisions for promotion and application of Article 31.

(Sgd.) A. Price,
General Superintendent.

(Sgd.) J. T. Arundel,
General Superintendent.

(Sgd.) W. G. Chester,
Chairman, Joint General
Committee O.R.C. and B.R.T.

"C."

Winnipeg, Man., February 6, 1918.

Re Canadian Pacific Railway and trainmen and yardmen.

At an early stage of the proceedings before the Conciliation Board appointed in this matter, the suggestion was made by the representatives of the company that the dispute in so far as it related only to rates of pay should be left to abide the result of a movement inaugurated in the United States in so far as such result affected rates on the western territory. After consideration the representatives of the men agreed to accept the suggestion applicable to both roadmen and yardmen provided an agreement could be arrived at respecting the other portions of the respective schedules and as to the date when the eight-hour day should come into effect. Upon this understanding, consideration of the other portions of the schedules was proceeded with and this morning an agreement had been arrived at on all matters of difference with the exception of:

(a) The fixing of the respective dates when the eight-hour day and the increased rates of pay, if any (the disposition of which had been deferred), should become effective.

(b) When the new schedule of rules should come into force, and

(c) The contention that the mountain rate should be extended to the semi-mountain territory.

When an attempt was made to formulate an agreement to carry into operation the suggestion referred to, pursuant to which the consideration of rates of pay had been deferred, a sharp difference of opinion developed as to what the suggestion covered. The understanding of the company's representatives was that whatever rates were adopted for the different classes of service in the western territory should become the rates for the same classes of service on the Canadian Pacific Railway. On the other hand, the understanding of the men's representatives was that whatever increases were granted in the western territory whether percentage or flat rate increase should be added to the existing basing rates on this line. The representatives of the men also contended that the eight-hour day should become effective as of the first of October, 1917, and that the increases, if any granted, should take effect at the time they become effective in the United States. The company's representatives contended that the eight-hour day should take effect as of the first of February, 1918. At this stage of the proceedings the Conciliation Board held a conference, and as a result made the following unanimous recommendation as a fair and equitable settlement of the difference between the parties, which recommendation the representatives of the parties after consultation with their respective committees agreed to accept.

First.—That the increases in rates of pay, whether percentages or flat rates, hereafter granted by the United States Government in the western territory to conductors, brakemen, baggagemen or yardmen, in the movement now pending be applied to the existing basing rates on the Canadian Pacific Railway. This not to apply to conductors, brakemen or baggagemen upon the Westminster subdivision who are not to participate in the said increases, if any granted, and for whom increased rates have been agreed upon in the new schedule.

Second.—In the event of the United States Government standardizing the rates of pay or adopting a uniform rate throughout said territory, and in case the parties cannot agree as to the application of such standard or uniform rates to the Canadian Pacific Railway, it is agreed that the members of this present Board will be consulted and asked to make a recommendation.

Third.—That the mountain rates be not extended to the semi-mountain territory.

Fourth.—That the eight-hour day and the increases, if any granted, become effective as of the first of January, 1918, and the new rules take effect as of first of February, 1918.

Winnipeg, Man., January 18, 1917.

Memorandum of Agreement Regarding the Handling of Hospital Trains.

Bad order cars which cannot be repaired on the road, or which have to be moved to general repair shops for repairs, will be handled by hospital trains only, and such trains will be run when necessary to do this work.

The car limit of these trains will not exceed a total of thirty-five (35) cars nor will they exceed fifty (50) per cent of the advertised tonnage rating of the engine used in hauling the train.

Such trains will be accompanied by not less than two carmen with proper equipment and may pick up bad order cars en route up to the limit specified above.

In order that the men may have daylight as far as possible to do this work, these trains will leave terminals not later than eight (8) K.

Way freight rates will apply to this service.

This agreement is in no way to be construed as interfering with or modifying Article 22 in the Prairie and British Columbia schedules of the conductors and

trainmen, except as herein specified, and is subject to cancellation on 30 days' notice in writing from either party.

(Sgd.) GRANT HALL.

(Sgd.) W. G. CHESTER.
(Sgd.) E. H. COOKE.

(Sgd.) C. MURPHY,
Chairman, Assistant General Manager's Committee,
(For the Company.)

(Sgd.) W. G. CHESTER,
General Chairman O.R.C.,
(For the Order of Railway Conductors.)

(Sgd.) E. H. COOKE,
General Chairman B. of R.T.,
(For the Brotherhood of Railroad Trainmen.)

Approved:
(Sgd.) S. N. BERRY,
Vice-President, Order of Railway Conductors.

Approved:
(Sgd.) A. F. WHITNEY,
Vice-President, Brotherhood Railroad Trainmen.

RATES AND RULES FOR YARDMEN, CANADIAN PACIFIC RAILWAY COMPANY, WESTERN LINES.

Increase and Application of Eight Hour Day, in effect January 1, 1918. Rules, February 1, 1918.

Rates of Pay.

(a) Lethbridge and west through the Kootenays, Calgary and west, main line and branches, Calgary and north to all points on the Edmonton branch.

	Rates per hour.	
	Day.	Night.
Yard foremen	52½c	55c
Yardmen	48¾c	51¼c
All other yards—		
Yard foremen	50c	52½c
Yardmen	46¼c	48¾c

(b) Pilots will receive foreman's pay. Engine herders will be paid yardman's pay, and no yardman acting as such will be used outside of yard limits, except as otherwise provided in Article 8 hereof.

ARTICLE 1.

Hours of Duty.

(a) Eight hours or less shall constitute a day's work. Overtime to be paid *pro rata*, actual minutes to be counted.

(b) Yard crews will be assigned for a fixed period of time per day, not to exceed 10 hours except in isolated yards where only one yard crew is assigned and where the work requires it, the time of the assignments may be extended not to exceed 12 hours; under this exception the minimum shall be 10 hours.

(c) No new work will be given to a crew where the assignment is for nine or more hours after the expiration of the period for which regularly assigned; overtime may be required in order to finish work that the crew is performing at the expiration of the assigned period or in emergencies. This will not be construed to extend the company's rights under similar existing rules for 10 hour assignments.

(d) On assignments where the hours are limited to eight, overtime will be worked only in case of emergency; or in case of transfer crews or crews engaged in industrial work to finish assigned or programmed work, or in either case to get to regular relief points; the purpose being that if assigned or programmed service usually requires more than eight hours' work, the assignment should be extended to meet the requirements of the service either nine or ten hours.

(e) Section (a), (b), (c) and (d) will also apply to yard crews called or used in extra service. They shall not be construed to require railroads to pay yard crews for more than the minimum day plus the actual time consumed in excess of eight hours, except where the assignment is for either nine or ten hours the minimum shall be nine hours exclusive of the meal hour.

(f) The word "emergency" as used in sections (c) and (d) is defined as follows: wrecks, handling live stock, attending fires or handling passenger trains.

RULINGS OF COMMISSION OF EIGHT.

ARTICLE 1.

Question 1: "May a yard crew be assigned to a 10 hour shift for, say, four days in a week, and an eight or nine hour shift for the remaining two or three days, specifying in the publishing of the assignment the days on which the crew would work 10 hours and the day on which it would work eight or nine hours?"

Answer: "No, the assignment should be for the same hours daily."

Question 2: Decision No. One, Article 1 (b):

". . . in isolated yards where only one yard crew is assigned and where the work requires it, the time of the assignments may be extended not to exceed 12 hours; . . ."

"Does this mean a spread of 13 hours with one hour deducted for meal, or does it mean a total spread of 12 hours?"

Answer: The provisions for nine or more hour assignments apply to the hours of work and not the hours of spread of day produced by deductions of time for meals.

Question 5: "In a certain switching district, engine terminal is located at A. Engines work out of A, switching all day at B—2 miles from A; at C—3 miles, D—4 miles, E—5 miles. Can B, C, D and E be considered isolated yards?"

Answer: Crews working out of a common terminal do not come within the exception relating to isolated yards.

Question 7: Article 1, paragraph (b) reads as follows: "Yard crews will be assigned for a fixed period of time per day, not to exceed 10 hours except in isolated yards where only one yard crew is assigned and where the work requires it, the time of the assignments may be extended not to exceed 12 hours; under this exception the minimum shall be 10 hours."

Is the foregoing intended to encourage the retention of nine or more hour assignments?

Answer: Nothing in Article No. 1 is intended to encourage the retention of nine or more assignments, nor to prevent eight hour assignments. The purpose of the decision was to make practicable eight hour assignments, where rules existing prior thereto prevented such assignments.

Question 6, paragraph (c).

Should the words "or in emergencies," Article 1, paragraph (c), Decision No. 1, be incorporated in the Chicago Memoranda of Agreement, and, if so, how should the said Article be written into the Agreement, or in any schedule containing the rule reading: "No new work shall be assigned after the expiration of 10 hours?"

Answer: The words should be inserted in the Chicago Memoranda of Agreement, as well as in other agreements containing this rule, in the following manner:

"No new work will be given to a crew where the assignment is for nine hours after the period for

which assigned; overtime may be required in order to finish work that the crew is performing at the expiration of the assigned period or in emergencies.

"No new work shall be assigned to a 10 hour crew after the expiration of 10 hours."

Note.—Under schedules where in an isolated yard a 12 hour assignment is worked and the schedule contains the provision relative to "new work after 10 hours," there should be inserted in the second line of the answer, following "nine hours," the words "or 12 hours."

Question 7, paragraph (c).

What constitutes new work as mentioned in this Article which stipulates that no new work will be given to a crew where the assignment is for nine or more hours after the expiration of the period to which regularly assigned?

Answer: New work is such work as is not a portion of the regular programmed or routine work of a crew. If the regular work is made up of distinct portions, and a distinct portion remains to be performed after the hours of the assignment, such distinct portions are not new work. Work which is not a portion of the problem or routine may be added to the programme or routine prior to the end of the assigned hours, but not afterward.

Overtime may be worked to finish the programmed or routine work of an assignment. This is not to be construed as authority to work crews overtime when it can be avoided; nor is it to be construed as authority to programme work when it is clearly known that portions of the programmed work, under ordinary conditions, cannot be started until after the assigned period, or to require overtime on new work which is given to a crew prior to end of assigned period.

Question 11: Is it permissible to have regular crew on an assignment for a given number of hours and have one cr more members thereof on an assignment of a less number of hours?

Answer: No regular member of the crew shall be assigned for a lesser number of hours than the number of hours for the crew as a unit.

ARTICLE 2.

Lunch Time.

(a) Yard crews where the hours of work are limited to eight will be allowed 20 minutes for lunch between four and one half and six hours after starting work without deduction in pay.

(b) In eight hour yard assignments, yard crews will not be required to work longer than six hours without being allowed 20 minutes, and in nine or more hour assignments 30 minutes, for lunch, with no deduction in pay or time therefor.

(c) In nine or more hour assignments, yardmen will be allowed one hour for meals between the hours of eleven thirty and thirteen o'clock and between twenty-three thirty and one o'clock, but if required to work the meal hour or any part thereof they will be paid for one hour in addition to the hours of their regular assignment, and will be allowed 30 minutes under pay for meals. Day crews not relieved by nineteen o'clock and night crews not relieved by seven o'clock will be allowed 30 minutes for meals and paid continuous time after nineteen and seven o'clock respectively.

(d) At points where the time is changed, yardmen will work on the time used by the community.

ARTICLE 2.

Question 2: "If a yard crew, through some unforeseen circumstances, be on duty, say, 14 hours, would the crew be entitled to a second period of 30 minutes in which to eat, and, if so, when would it begin?"

Answer: Article 2, paragraph (b) applies to both the first and second lunch periods. In the case cited, crew would be entitled to the second lunch period six hours after completing the first lunch period. In either case, yardmen will not be worked longer than six hours without being given an opportunity to eat.

Question 13, paragraph (b).

Under the several provisions for meal periods, must they be given within the prescribed time?

Answer: Yes. The lunch period must be given and completed within four and one half and six hours.

ARTICLE 3.

Starting Time.

(a) Regularly assigned yard crews will each have a fixed starting time and the starting time of a crew will not be changed without at least 48 hours' advance notice.

(b) Where three eight-hour shifts are worked in continuous service, the time for the first shift to begin work will be between 6.30K. and 8K; the second, 14.30K. and 16K., and the third, 22.30K. and 24K.

(c) Where two eight-hour shifts are worked in continuous service, the first shift may be started during any one of the periods named in paragraph (b).

(d) Where two eight or nine hour shifts are worked not in continuous service, the time for the first shift to begin work will be between the hours of 6.30K. and 10K., and the second not later than 22K.

(e) Where ten or more hour assignments are worked, the rules or practices for time of beginning work are not affected by paragraphs (b), (c) and (d), and starting time will be 7K. and 19K.

(f) Day rates will be paid yardmen on assignments beginning as follows:

	Where time for meals is deducted.	Where time for meals is not deducted.
8-hour assignments		6.30K. and 11K.
9-hour assignments ..	6.30K. and 9K.	6.30K. and 10K.
10-, 11- or 12-hour assignments ..	6.30K. and 8K.	6.30K. and 9K.

Yardmen starting their assignments at other periods will be paid night rates.

ARTICLE 3.

Question 15, paragraphs (a) to (d) inclusive. Are paragraphs (a), (b), (c) and (d), Article 3, optional or mandatory on the part of the companies?

Answer: Said paragraphs are mandatory.

Question: What is starting time for two nine-hour shifts in continuous service?

Answer: Where two nine-hour shifts are worked in continuous service, the starting time will be governed by Article 3, paragraph (d).

ARTICLE 4.

Yardmen will have the right to book rest after 12 hours' service.

ARTICLE 5.

Yardmen held off duty on company's business or by order of the company's officials will be paid at schedule rates of pay and actual reasonable expenses while away from home. If they are required by the company to attend coroner's inquests, court cases or other public investigations, they will be compensated as above. In such cases the witness fees to go to the company.

ARTICLE 6.

Yardmen will be advised at once, in writing, through the proper officer, of the reason if the mileage or

time claimed is not allowed in full. In case time is disputed the time not in dispute will be paid on current pay-roll.

ARTICLE 7.

(a) The right to preference of work and promotion for yardmen will be according to seniority in their respective yards, and will be governed by ability. Preference of work to mean men in their respective classes to have choice of work in their respective yards according to their seniority. Any man refusing promotion or failing to qualify for promotion will thereafter rank junior to the man or men promoted in his place as foreman only. This not to apply to men who are sick or on leave of absence. Any yardman not promoted when his turn comes will be promptly advised the reason in writing by the yardmaster.

Note.—West of Field and Kootenay Landing, yardmen will have preference of work and promotion under their respective superintendents.

When a yardman claims preference of work in another yard under this note and is transferred he will remain in such other yard for not less than one year except in case he goes for promotion or on account of reduction in staff in that yard.

(b) In the event of a yard being abolished, the men in such yard will be assimilated with the men in other yards on the superintendent's division, ranking according to seniority from the time of entering the company's service as yardmen. When a new yard is created, yardmen on superintendent's division will be given preference in the positions in that yard in accordance with seniority in their respective classes.

(c) Men who have lost their promotion rights under former promotion rules will not be considered as regaining any rights by the adoption of this rule.

Ruling.—That when a man takes his preference of work as per Article seven, he will be required to hold it for not less than 30 days, except that if a permanent vacancy occurs the senior man shall have preference. Regarding the spare men: the senior man shall have preference, and has the first right to a job whenever a spare man is required and he will stay with the job until the regular man returns to service, and then if a junior man is working he has the right to displace him and work there until the other man returns.

ARTICLE 8.

(a) Yardmen will not be required to go outside of yard terminals except for switching or transfer service, and yard crews whose work takes them outside of the switching terminal will receive yardmen's rates.

(b) Yardmen allotted to other than their regular duties will receive not less than schedule rates of pay for yardmen. If a yardman is used in an emergency in road service, road rates and conditions will apply.

Ruling.—The first sentence of this clause means that yard foremen or yardmen will receive not less than their schedule rates per hour for all time engaged in other than their regular duties, but not less than their daily guarantee, except when used to relieve a yardmaster, assistant yardmaster or stationmaster, for 30 consecutive days or more they will be paid the rate of the man relieved.

Note.—The above will not prevent the company from using yardmen to handle high explosives to powder houses adjacent to terminals, or for the purpose of handling mill or transfer work within a reasonable distance of terminal. Road crews will be used for work train service. The superintendent will regulate the manning of a crew to protect a pile driver working within a terminal.

ARTICLE 9.

A yard crew shall consist of not less than a foreman and two helpers, except where special arrangements are made between the officers of the company and the general committee.

ARTICLE 10.

Yard foremen will not be compelled to work with an incompetent yardman, after such man has been reported in writing to the yardmaster, unless his incompetency is disproved. Yard foremen will not be compelled to work with two inexperienced yardmen, if experienced yardmen are available.

ARTICLE 11.

(a) Yardmen will not be required to work with an engine that is not properly equipped with footboards, grab irons, automatic couplers and headlights. Engines that leak steam, thereby obstructing the observation of signals, shall not be used while in that condition in yard service.

(b) Yardmen will not be required to move cars by the use of stake, cable or chain between engine and cars or between cars except in cases where the draft gear is damaged or in some other temporary emergency. This will not be construed to interfere with Article 12.

ARTICLE 12.

Yardmen will not be required to couple or uncouple air or steam hose on cars on chain up cars in yard or on repair tracks where carmen are employed.

ARTICLE 13.

No yardman shall be disciplined or dismissed until his case has been investigated and he has been proven guilty of the offence charged against him and decision rendered. He, however, may be held off for such investigation for a period not exceeding three days, and when so held off he will be notified in writing that he has been held off for that purpose and advised of the charges against him. He may if he desires enjoy the privilege of the assistance of a fellow employee in stating his case at the investigation, and will be given a copy of statement made by him at the investigation. All material and necessary witnesses must be notified in writing to appear. If they appear, their evidence shall be taken in the presence of the accused. If they do not appear the accused shall be furnished with a copy of their written statements and their names. If accused is not satisfied with the decision, he will be given an opportunity of reviewing the evidence and may appeal through his representatives to the higher officials. Should the charges not be proven the yardman will be reinstated at once and paid for all time lost at schedule rates and reasonable actual expenses.

Should the charge be proven the yardman will be paid his reasonable actual expenses for the time he may be held away from his home terminal in excess of three days, but nothing for the time lost, nor for expenses if not held longer than said three days.

When a yardman is discharged or resigns, he will, within five days, be paid and given a certificate stating the time of service and in what capacity he was employed.

Note.—It is understood that men will not be held off unnecessarily and caused to lose time under above rule.

ARTICLE 14.

Yardmen who are on night duty shall not be required to attend an investigation into a matter duly reported until they have had an opportunity of having at least eight hours' rest after going off duty, unless the extreme urgency of the case demands otherwise.

ARTICLE 15.

Yardmen must not switch trains with cabooses attached.

ARTICLE 16.

Yardmen in transfer service will be supplied with a caboose or other suitable car properly equipped.

At points where two or more yard engines are employed, suitable shelter will be provided for the accommodation of yardmen.

ARTICLE 17.

Employees in yard service shall have access at all times to seniority list, to be posted in a convenient place in the office of the general yardmaster, which will contain a correct list of a l the yardmen and their seniority standing. Such lists will be compiled and posted January the first and July first of each year, and list to be subject to appeal for 30 days. Any man who is on leave of absence or who is ill will not be affected by this rule.

ARTICLE 18.

Regular yardmen who do not lay off of their own accord and are held for entire month to fill an assignment wi.l be paid for not less than the calendar working days of the month or their proportion thereof when an assignment is created or discontinued.

This will not apply to irregular yard service unless men are held for such service.

ARTICLE 19.

(a) Pay of yardmen will continue until they return to point at which they started work.

Note.—In Winnipeg, "I" and "N" yard offices will be considered as one and the same point.

(b) Yardmen who do not hold regular work will be called when required for duty, and if called and no service is performed they wi.l be paid for at least eight hours at yardmen's rates. The senior spare yardman will be called.

Note.—Spare yardmen will be considered available for service unless leave of absence has been granted. In such cases they must notify the general yardmaster in writing when they are again ready for service.

ARTICLE 20.

The Articles embodied in this schedule shall constitute an agreement between the Canadian Pacific Railway Company and the yardmen and trainmen employed on its western lines thereof, and will remain in force subject to 30 days' notice from either party.

(Sgd.) C. MURPHY,
Chairman Assistant General Manager's Committee,
(For the Company.)

(Sgd.) E. H. COOKE,
General Chairman Brotherhood of Railroad Trainmen.

Approved:
(Sgd.) A. F. WHITNEY,
Vice-President Brotherhood Railroad Trainmen.

Report of Board in Dispute between the Grand Trunk Railway Company and Machinists, Boilermakers, and Blacksmiths

ON February 18, the Minister received the report of the Board of Conciliation and Investigation to which had been referred certain matters in dispute between the Grand Trunk Railway Company and machinists, boilermakers, and blacksmiths, members of the International Association of Machinists, the International Brotherhood of Boilermakers and Helpers, and the International Brotherhood of Blacksmiths and Helpers. The application for a Board in this dispute grew out of a demand for certain rates and rules which were embodied in a proposed schedule. Thirteeen hundred employees were said to be directly affected by the dispute.

A Board was established by the Minister on January 16 and was constituted as follows: His Honour Judge J. G. Wallace, Woodstock, Ont., chairman; Mr. R. Patterson, Stratford, Ont., company's nominee; and Mr. Fred Bancroft, Toronto, employees' nominee. The appointment of Judge Wallace was made by the Minister in the absence of a joint recommendation from Messrs. Patterson and Bancroft.

The report of the Board is unanimous and includes an agreement signed by both parties to the disputes, effective for one year from March 1, 1918, and thereafter, thirty days' notice being required if a change is desired. The dispute was thus satisfactorily settled.

Report of Board

In the Matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Grand Trunk Railway System, employer, and its machinists, boilermakers and blacksmiths, being members of the International Association of Machinists, International Brotherhood of Boilermakers and Helpers, and International Brotherhood of Blacksmiths and Helpers, respectively, employees.

To the Honourable T. W. Crothers, Esq., K.C.,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation appointed with reference to this matter has the honour to report, as follows:

The members of the Board met for the first time at the City of Stratford, on the 6th, and after each member taking the prescribed oath of office. proceeded to endeavour to effect an amicable settlement between the parties, and continued in session on the 7th, 8th, 9th, 12th, 13th, and 14th days of February, 1918.

The Railway Company was represented by W. D. Robb, vice-president; W. H. Sample, superintendent of Motive Power; G. M. Wilson, master mechanic, Montreal Shops; C. F. Needham, accountant; C. Kelso, master mechanic, Stratford Shops. The employees were represented by the Men's Committee, composed of: John Sample, J. Clark, R. Hanlon. A. Stralo, H. Harper, International Officer of Machinists; J. P. Merrigan, International Officer of Boilermakers; John McClelland, International Officer of Machinists.

The members of the Board desire to report that the sessions were marked by a desire on the part of both parties to avoid assuming an arbitrary position. The company's representatives and employees' representatives discussed the points at issue, which were in some ways most involved, in a businesslike and amicable way, and the result of this attitude is a mutual agreement arrived at by the parties.

The logical result of this attitude of both parties is that a mutual understanding has been arrived at embodying conditions and wages, which has been signed by the representatives of the men. This being so, the Board, with pleasure, report that they have unanimously endorsed the agreement arrived at, feeling conscious that not only does this agreement provide a mutual arrangement for the term of one year, but also the discussions which have taken place across the table and before the Board, and the knowledge of each other gained by the parties, have brought about a mutual respect, which will do much to continue the harmonious arrangements which seem now to prevail.

The Board does not feel that anything else is necessary than to append hereto the agreement duly signed and accepted by both parties, and submitted as the unanimous award of the Board.

(Sgd.) J. G. WALLACE,
Chairman.

(Sgd.) FRED. BANCROFT,
Member of the Board.

(Sgd.) ROBT. PATTERSON,
Member of the Board.

Agreement

Mutual agreement arrived at between the Grand Trunk Railway Company and its employees of motive power department in Canada, as represented by the trades specified herein.

ARTICLE 1.

Hours.

(a) Work hours for shop work are as follows:

For day work, excepting Saturdays and Sundays, 7 a.m. to noon and 1 p.m. to 5 p.m. Saturdays 7 a.m. to noon.

For night work 9½ hours between 7 p.m. and 6 a.m. on the day following. When shops are on full time men will be worked 10½ hours each night, five nights a week.

(b) Work hours for running work in locomotive department are as follows:

For day work, excepting Sundays, 7 a.m. to noon, and 1 p.m. to 6 p.m.

For night work, excepting Sundays, 7 p.m. to 6 a.m. on the day following, ½ hour to be allowed for meals between 11 p.m. and 2 a.m.

ARTICLE 2.

Overtime.

(a) Overtime at the rate of time and one half will be allowed for all time worked outside of the regular working hours.

(b) Men called for work after regular hours will receive in all not less than two and one half hours if called before midnight; after midnight, four hours will be allowed.

(c) Night men called during the day will receive the same consideration.

(d) Overtime will be as follows, except as heretofore specified, from the close of regular work hours and on Sundays and the following Dominion holidays, viz.: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day, and will be paid for at the rate of time and one half.

Should any of the above mentioned holidays fall on Sunday the day observed by the Federal or Provincial Governments will be observed. Men will not be laid off during regular working hours to equalize overtime made.

(e) Men who, while working, are told to continue to work after shop hours, or who are told to come back and work overtime, commencing not over one hour after shop hours, will not be considered to have been called out.

ARTICLE 3.

Travelling and Wrecks.

(a) All men called for wrecks will be paid according to regular working hours, from time called, including men left in charge of wreckage. Men called for wrecks and afterwards cancelled will received in all not less than two and one half hours straight time if called prior to midnight, and four hours if called out after midnight, except such call is made two hours prior to regular working hours, when time and one half shall be allowed.

Night men called during the day will receive the same consideration.

(b) Should men be sent from home temporarily to work at any other point, they shall be paid at the regular rate, and also receive straight time from the time called for service, and in addition an allowance for expenses of $1.00 per day if away one week or more, and $1.50 per day if away less than a week.

ARTICLE 4.

Reduction of Expenses.

When reduction of expenses is necessary, before reducing the force, time will be reduced to at least eight hours per day, five days per week; when force

is reduced, seniority and proficiency to govern, other things being equal. When force is again increased, or when vacancies occur, men who have been laid off will be given preference of employment if available provided services are satisfactory. Men laid off at one point may be transferred to another in preference to hiring new men.

ARTICLE 5.

Grievances.

Employees having grievances, either specific or of a general nature, may present the case to the proper officer. If investigation is desired, the aggrieved party or other employee representing him, or a committee of employees representing him, may during working hours arrange with his foreman for same. Investigation to be held within 48 hours after such application, and in case a satisfactory adjustment cannot be made the case may be referred to the next higher officer of the department, until the superintendent is approached. If, after investigation, the employee is found to have been unjustly dealt with, he will be paid for all time lost. In order that the committee may be properly constituted and entitled to formal recognition it must have applied to adjust the case with the foreman before applying to a higher officer.

Employees representing their fellow workmen will not be discriminated against.

ARTICLE 6.

Leading Hands.

Recognized leading hands are those who, while working themselves, also direct and supervise the work of others.

Where such leading hands are paid by the hour, they will receive not less than two (2) cents per hour above the minimum rate.

ARTICLE 7.

Superior Work.

Employees required to do superior work will be paid at the rate for such superior work for each day so employed, providing they are employed at such work for three days or more, irrespective as to whether such superior work is continuous or not, excepting that fractions of days at superior work will not be considered.

ARTICLE 8.

Oil Tank Cars.

All gasoline and oil tank cars shall be thoroughly steamed and allowed to cool before the employees are asked to work inside of them.

ARTICLE 9.

Apprentices.

(a) Apprentices when engaged must be between the ages of fifteen (15) and twenty-one (21) years; must serve not less than four years, must be able to read and write and know the first four rules of arithmetic.

(b) The number of apprentices shall be one for the shop and one for every three (3) mechanics employed.

(c) Apprentices will be instructed as thoroughly as possible in all branches of their trade during their apprenticeship.

(d) Apprentices will not be required to work overtime unless it is impossible to avoid it.

(e) Apprentices out of their time will be paid the minimum rate for journeymen if retained in the service.

(f) Apprentices who have served three months, and in the opinion of the shop foreman show no aptitude for acquiring their trade, will be transferred or dismissed, and all obligations accepted by the company will, of necessity, be forfeited.

(g) Roundhouse apprentices may move to larger shops for the purpose of acquiring larger (wider) experience, after three years, and are open to make applications for such transfer after two years' service, providing they are 19 years of age.

ARTICLE 10.

Promotion.

(a) Employees through general good conduct, strict attention to, and faithful discharge of duty, and who show qualifications to assume increased responsibility, will be considered as in line for promotion.

(b) Helpers will not be advanced to the detriment of mechanics or apprentices, unless committee has been unable to furnish men after two weeks' notification, work not to be delayed in the meantime.

DEFINITION OF CRAFTS.

ARTICLE 11.

Machinists.

(a) Men who have served an apprenticeship or who have had four years' varied experience in the operation of lathes, boring mill, planing, milling, shaping, tyre boring machine, or machine tool, and are capable of fitting up, assembling and repairing the various parts or details of engines or locomotives, stationary, marine or any kind of machine or machine tools and vise work generally, shall be designated as "machinists."

(b) A machinist shall be in charge of tender work in all shops and roundhouses.

(c) Helpers will not be advanced to the detriment of mechanics or apprentices, unless committee has been unable to furnish men after two weeks' notification, work not to be delayed in the meantime.

(d) Locksmiths and brass burnishers will be considered as machinists specialists' work.

ARTICLE 12.

Blacksmiths.

Any man who has served an apprenticeship of four years or who has had four years' varied experience at the blacksmiths' trade, and who, by his skill and experience, is qualified and capable of taking a piece of work and with the use of drawings and blue prints can transmit such work to a successful completion within reasonable time, shall be considered a blacksmith. All work appertaining to the blacksmiths' trade shall be done by blacksmiths or apprentices where such are available.

ARTICLE 13.

Steamfitters, Plumbers and Coppersmiths.

(a) Any man who has served an apprenticeship of four years or who has had four years' varied experience at the trade, and is capable of piping an engine, or general pipe work, shall be considered a steamfitter, plumber or coppersmith.

(b) All pipe work, whether new or repaired, shall be done by pipefitters if available. At roundhouses pipefitters or machinists will do the work if available.

(c) Helpers will not be advanced to the detriment of mechanics or apprentices, unless committee have been unable to furnish men after two weeks' notification, work not to be delayed in the meantime.

(d) As far as possible the general piping on locomotives in main shops is to be done when engines are not under steam.

ARTICLE 14.

Oxy-acetylene and Electric Welders.

Employees engaged on electric or oxy-acetylene welding will be taken from the craft that would have handled the work had it been done by the former methods, where possible, and will be confined to work pertaining to their trade when there is not sufficient of this work to keep them employed. At outside points where there is not sufficient of this work to require a man from each craft, the foreman shall select a man from the metal trades craft to perform all the work to be done by these processes. This clause is not intended to interfere with present practice. When practicable, protection will be provided employees when these processes are being operated.

ARTICLE 15.

Foreman's Decision to be Accepted.

In case of any work being undertaken which is not provided for in this schedule, the foreman's decision will be accepted by employees without action which would delay the completion of the work. If the decision is not considered fair, employees can have the matter adjusted under Clause "A," Article 6.

ARTICLE 1 .

Boilermakers, Apprentices and Helpers — Defining Work. — Classification.

(a) Men who have served an apprenticeship or had four years' varied experience and are competent to do laying-out on boiler and light work, patching (including electric and acetylene welding and burning out), staybolt testing on locomotive and other steam boilers, flanging and fitting up, will be designated as first-class boilermakers.

(b) (At main shops.) Men competent to do chipping, caulking, staybolt riveting, hand and machine riveting on steam tight work, will be designated as riveters.

(c) Men competent to do riveting, chipping, caulking, tubing, staybolt and other work, tank, ash pan, front end, grate work and other sheet iron work, will be designated as second-class boilermakers.

(d) Helpers will not be advanced to the detriment of mechanics or apprentices, unless committee has been unable to furnish men after two weeks' notification, work not to be delayed in the meantime.

(e) Boilermakers sent out on the road to work shall, when possible, have a skilled helper with him.

(f) When boilermakers are required to work on Sundays or holidays, they shall, when possible, be notified the day before, and shall when necessary have a helper to assist them.

ARTICLE 17.

Rates of Pay.—Machinists.

	Per hour.
Marker off	45c
Machinists	43c
Drills, single spindle	31c
Drills, multiple spindle (tool work, etc.)	34c
Drills, multiple spindle (general work)	32c
Drills, multiple spindle (heavy precision work)	34c
Drills (precision work)	35c
Drills (circular)	35c
Drills, radial (general work)	33c
Drills, air motor (boiler and erecting work)	36c
Drills, air motor (general)	34c
Lathes, turrett, bolt and stud (small)	35c
Lathes, car axle	35c
Car wheel borer	33c
Lathes, turrett, bolt and stud (over 2″)	36c
Lathes, car wheel	35c
Wheel press	33c
Bolt-threader and nut tapper	30c
Bolt-threader, 3″, and staybolt cutter	31c
Bolt machine (Lassiter)	38c
Pipe-threader	31c
Lapping machine	36c
Pipe-threader, 5″	33c
Plate edge planer	35c
Cylinder chipper	37c
Millwrights	43c
Superheater bender and surfacer	35c
Rail friction saw	35c
Grinders, tool and twist drills	32c
Grinders, forged tools	34c
Grinder (general)	35c
Grinders (guide bars)	31c
Strippers	32c
Shaft oilers	29c
Engine truck fitters	34c
Tyre setters	33c
Tender truck fitters	32c
Frog fitters	33c
Switches and fitters	34c
Brass polishers and buffers	37c
Cleaners	29c
Bolt men	32c
Helpers (skilled)	29c
Helpers (general)	27c
Welders and burners—	
1st class	38c
2nd class	33c
3rd class	28c

Note.—Helpers employed on machinists' work with two years' experience will receive 35c per hour; with three years' experience 39c per hour; increases to take place every six months of 2c per hour. On completion of four years they will receive minimum rate.

ARTICLE 18.

Rates of Pay.—Boilermakers.

	Per hour.
Boilermakers (1st class)	45c
Boilermakers (2nd class)	41c
Layers-out and flangers	48c
Acetylene, electric welders and burners (steam work)	45c
Helpers (general)	29c
Helpers (1st class)	32c
Helpers (hot work and flange fire)	33c
Boilerwashers	33c
Drillers and tappers	36c
Staybolt screwing machinemen	33c
Rivet boys	16c
Riveters (main shop)	43c
Punch and shears (light)	32c
Punch and shears (heavy)	33c
Punch and shears (spacing and rotary)	34c
Machine riveting (tank and frame)	35c
Machine riveting (cab and ash pan)	33c

Notes.—(a) Inexperienced helpers will start 2 cents below the standard rate and will receive the standard in six months. (b) Men employed as flue and grate cleaners will receive first-class helpers' rates.

ARTICLE 19.

Rates of Pay.—Blacksmiths.

	Per hour.
Forgemen	43c
Heaters for forgemen	36c
Heavy blacksmith fire	42c
Double helpers' fire	40c
Heaters for heavy blacksmith and double helpers' fires	34c
All other blacksmith fire	38c
Spring makers	37c
Tube welders	36c
Bradley hammermen and drop hammers	35c
Bulldozers (heavy)	35c
All other bulldozers	32c

	Per hour
Forging machine operators	35c
Small forging machine operators	33c
Heavy shear and punch men	33c
Light shear and punch men	31c
Bolt and nut makers	32c
Bending machine men	32c
Rail benders	33c
Inside helpers	32c
Spring furnace helpers	30c
General blacksmith helpers	31c
All other helpers	30c
Hammer boys	19c
5″ upsetting machine	38c
Shops other than Montreal and Stratford—	
1st blacksmith fire	41c
General blacksmith fire	38c
Tool fire	38c
Spring fire	37c
Bolt makers	32c
Helpers (first, heavy and spring fire)	32c
General blacksmiths' helpers	31c
All other helpers	30c
Roundhouses—	
Blacksmiths	38c
Helpers	31c

ARTICLE 20.

Rates of Pay.—Pipefitters.

	Per hour.
Steamfitters and superheater pipefitters	37c
Pipefitters and plumbers (locomotive)	36c
Pipefitters (general)	35c
Promoted helpers (1st year)	32c
Promoted helpers (2nd year)	34c
Promoted helpers (3rd year)	minimum rate
Helpers (general)	27c
Helpers (experienced)	29c
Outside of Montreal and Stratford Shops—	
Steamfitters (shop staff)	39c
Steamfitters (running staff)	38c
Helpers (experienced)	29c
Helpers (general)	27c

ARTICLE 21.

Rates of Pay.—Electricians.

	Per hour.
Chief electrician	50c
Electrical machinists	43c
Electrical helpers	29c
Electricians	37c
Crane followers (floormen)	33c
Electrical cranemen	33c

ARTICLE 22.

Rates of Pay.—Apprentices.

	Per hour.
Apprentices, 1st year	15c
Apprentices, 2nd year	17c
Apprentices, 3rd year	21c
Apprentices, 4th year	25c

This agreement effective from March 1, 1918, and to continue in effect for one year, and will remain in force thereafter unless thirty (30) days' notice in writing is given by either party for a desired change.

For the Company:

(Sgd.) W. H. SAMPLE,
Supt. M. P.

For the Men:

(Sgd.) JOHN SEMPLE,
Chairman of Committee.

(Sgd.) J. CLARK,
Secretary.

(Sgd.) H. HARPER,
For Machinists.

(Sgd.) J. P. MERRIGAN,
For Boilermakers and Helpers.

Stratford, February 13, 1918.

Report of Board in Dispute between the Grand Trunk Railway Company and Maintenance of Way Employees

ON February 20, the Minister received the report of the Board which had been established on the application of the maintenance of way employees of the Grand Trunk Railway Company, members of the International Brotherhood of Maintenance of Way Employees, to deal with a dispute affecting wages, the number concerned being givn as 3,200. A minority report was also received.

A Board was established in this matter on November 12, and was constituted as follows. His Honour Judge J. G. Wallace, Woodstock, Ont., chairman, appointed by the Minister in the absence of a joint recommendation from the other Board members; Mr. F. H. McGuigan, Toronto, company's nominee; and Mr. J. G. O'Donoghue, Toronto, employees' nominee.

The report is signed by the Chairman and Mr. McGuigan and recommends an increase of forty cents per day to the employees concerned, to be effective from January 1, 1918, "with the understanding that these increases shall not exceed similar rates paid by the Canadian Pacific Railway in the same or adjacent territory." Mr. O'Donoghue, in his minority report, states that he is unable to agree with the majority award as to the amount of increase and recommends the payment of higher rates to the employees concerned.

On February 22 the Department received a notification of the company's acceptance of the majority award, but at the time of writing the employees' position had not been stated.

Report of Board

In the matter of the Industrial Dispute Investigation Act, 1907, and of a dispute between the Grand Trunc Railway System, employers, and its maintenance of way employees, being members of the International Brotherhood of Maintenance of Way Employees, employees.

The Board of Conciliation and Investigation to inquire into the above dispute was appointed by the Minister of Labour on November 12th, 1917; His Honour, Judge J. G. Wallace, of Woodstock, was appointed Chairman on November 20th, 1917, the other members of the Board being Mr. F. H. McGuigan, representing the Grand Trunk Railway System, and Mr. J. G. O'Donoghue, representing the employees.

The meetings of the Board were held at Toronto and Montreal on January 3rd, 12th, 14th, 15th, 16th, 17th, 18th, 19th, 30th, February 1st, 2nd and 16th, 1918. The representatives of the men were: Messrs. A. E. Barker, Joseph Mainhood, George Cummings, M. J. Wilson, G. Geraldi, Fred Foster, James Shaw and L. Seeberger. The company was represented by Messrs. H. R. Safford, chief engineer, M. S. Blaiklock, engineer of maintenance of way, H. E. Whittenberger, general superintendent, and John Regan, general roadmaster of Western Lines. The Board finding it impossible to reach agreement, adjourned to Montreal and met in conference Mr. Howard G. Kelley, president, Mr. U. E. Gillen, vice-president, and Mr. Safford, in the general offices of the Grand Trunk at Montreal.

A very full hearing was given to the claims and arguments of all parties to the dispute; after much serious consideration the Board is unable to agree and submits its majority and minority reports herewith:

Majority Report

In view of the fact that the Board of Conciliation dealing with the demands of the same class of labor on the Canadian Pacific Railway, after hearing all evidence submitted and considering the matter from August till October, granted an increase of approximately forty cents a day to these employees, and that the same class of labor employed by the Canadian Northern Railway recently entered into an agreement to accept thirty-five cents per day advance in their wages, we are unable to grant a greater increase to the men whose cases we are considering than the amount granted by the Board of the Canadian Pacific Railway, and we therefore recommend an increase of the rate now paid of forty cents per day, to be effective from January 1st, 1918, (which would make the rate five cents per day in excess of the rate now paid by the Canadian Northern Railway) with the understanding that these increases shall not exceed similar rates paid by the Canadian Pacific Railway in the same or adjacent territory.

(Sgd.) J. G. WALLACE,
Chairman of the Board.

(Sgd.) F. H. MCGUIGAN,
Member of the Board.

Minority Report

I am unable to agree with the majority report. I am of the opinion that the employees have made out a good claim and I respectfully recommend that section foremen should receive a minimum increase of sixty cents a day and sectionmen a minimum increase of fifty-five cents a day. The increase should take effect on and after January 1st, 1918. The differential as between section foremen at intermediate points and sectionmen in first and second class yards can be arranged between the company and the representatives of the employees.

In view of the admittedly great increase in the cost of living, the amount recommended is only fair. In the stress of living the small savings of the men in earlier years have been gradually disappearing. The wage paid is not sufficient to attract desirable labour to this very important service, nor to retain any man who is free to transfer his labour elsewhere.

(Sgd.) J. G. O'D. NOGHUE.

INDUSTRIAL DISPUTES DURING FEBRUARY, 1918

TEN strikes affecting 3,060 workpeople were reported as having commenced during February. There were in existence at some time or other during the month 14 strikes directly affecting 3,266 workpeople. The total time loss on account of industrial disputes was estimated at 44,152 working days as compared with 7,898 in January and 120,414 in February, 1917. The time loss occasioned by the 10 strikes which began in February was 41,595 days, while a loss

of 2,553 days is charged to the four strikes which commenced prior to February. Termination of dispute was reported in the case of two of the disputes commencing prior to February and seven of the disputes commencing during February, leaving the five following unsettled strikes, involving 505 workpeople, on record February 28: plumbers and steamfitters, St. John, N.B.; metal polishers at Weston, Ont.; moulders at Galt, Ont.; civic firemen at Edmonton, Alta., and coal mine employees at Drumheller, Alta.

INDUSTRIAL DISPUTES IN FEBRUARY, 1918

Industry or occupation.	Particulars	No. of employees affected	Time loss in working days
	DISPUTES COMMENCING PRIOR TO FEBRUARY, 1918		
BUILDING AND CONSTRUCTION—			
Plumbers and steamfitters, St. John, N.B..	Commenced April 23, 1917. Demand for an increase in the rate of wages from 37½ to 50 cents per hour. Unterminated.	42	1,008
METALS, MACHINERY AND CONVEYANCES—			
Moulders, Galt, Ont.....	Commenced May 17, 1917. Demand for nine-hour day. Unterminated	10	240
Machinists, Hamilton, Ont.....	Commenced January 19, 1918. Against increase in daily hours from nine to ten. Company replaced strikers, with ten-hour day in effect.	9	..
CLOTHING—			
Clothing workers (coat, pants and vest makers), Toronto, Ont.	Commenced January 7, 1918. Alleged discrimination against members of union when reducing staff. Strikers returned to work on Feb. 12, following negotiations.	145	1,305
	DISPUTES COMMENCING FEBRUARY, 1918.		
MINES, SMELTERS AND QUARRIES—			
Coal mine employees, Rosedale Mine, Drumheller, Alta.	Strike commenced February 2, 1918. Employees of Rosedale Coal and Clay Products Co. demanded recognition of union. Employees in fifteen other mines ceased work in sympathy on Feb. 4, and returned to work on Feb. 26. Unterminated Feb. 28.	1,500	29,276
Coal mine employees (Oliphant Munson Collieries, Oliphant Mines, Alta.	Commenced February 1, 1918. Misunderstanding as to date of payment of war bonus. Work resumed on February 5, following negotiations.	75	225
BUILDING AND CONSTRUCTION—			
Carpenters, Ste. Anne de Bellevue, Que....	Commenced February 19, 1918. Objection to a new superintendent. Strikers resumed work on February 25; superintendent not removed	280	1,400
METALS, MACHINERY AND CONVEYANCES—			
Metal polishers and machinists, Weston, Ont.	Commenced, February 12, 1918. Against a reduction of wages. Unterminated February 28.	180	2,700
Iron workers (shipbuilding) Collingwood, Ont.	Commenced February 20, 1918. Alleged discrimination in the matter of reducing a foreman to an inferior position. Dispute adjusted through mediation of Department of Labour. Strikers resumed work February 25, under conditions prevailing prior to strike.	400	1,600
CLOTHING—			
Boot and shoe machine workers, Quebec, Que.	Commenced February 14, 1918. Demand for an increase in piecework rate of 10 cents per case to 15 cents per case. Strikers accepted the rate of 12½ cents per case, following negotiations, and work was resumed February 27.	350	3,850
TEXTILE—			
Knitting mill operatives, Hamilton, Ont...	Commenced February 18, 1918. Objection to the employment of Chinamen. Terminated February 26. Employees returned to work under conditions prevailing prior to strike.	28	196
TRANSPORTATION—			
Car repairiers, Michigan Central Railway, St. Thomas, Ont.	Commenced February 14, 1918. Demand for adjustment of piecework rates, according to schedule. Dispute adjusted through mediation, Department of Labour. Assurance given that schedule rates would be effective in future. Work was resumed February 18.	18	54
Electric Railway Employees, Halifax, N.S.	Commenced February 23, 1918. Alleged unjust dismissal of one employee and suspension of another. Compromise adjustment effected through mediation, company changing dismissal to suspension. Work resumed February 26.	155	542
MUNICIPAL EMPLOYMENT—			
Civic firemen, Edmonton, Alta.....	Commenced February 1, 1918. Objection to appointment of chief of fire department. Unterminated February 28, 1918.	74	1,752

REPORTS OF EMPLOYMENT BUREAUS

THE decline in the demand for workers which has been noted in previous months continued in January. During the month there was a decrease of nearly 13 per cent as compared with December on the basis of the daily average of vacancies notified to 110 employment bureaus (77 commercial, 18 public and 15 philanthropic). As compared with the demand reported for January of last year by practically identical bureaus, there was a slight increase. The total number of vacancies notified to all offices in January was 27,167, a daily average of 1040.5 as compared with 1191.0 in December and with 1021.6 in January, 1917. The number of persons placed was 14,764, a daily average of 559.6 as compared with averages of 584.9 and 514.0, respectively, in December and January, 1917. The proportion of the total vacancies filled to the total vacancies notified was 53.8 per cent, as compared with percentages of 49.2 in December and 50.3 in January, 1917. As to employment for woman and girl workers the number of vacancies notified was 4,767, a daily average of 184.4 as compared with 182.4 in December and with 263.9 in January, 1917. The number of such workers placed was 1,938, a daily average of 74.7 as compared with 70.6 in the month before, and with 97.2 in the corresponding period in 1917. The proportion of vacancies filled to vacancies notified for men and boys was 57.3 per cent, and for women and girls 40.7 per cent, as compared with 48.8 per cent and 35.1 per cent, respectively, for December, and with 52.6 per cent and 36.5 per cent, respectively, for January of a year ago. Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Toronto and Vancouver showed increases in the demand for labour, both as compared with December and with January, 1917. Montreal and Winnipeg recorded declines in both cases, while at Edmonton a decrease was reported in comparison with December and an increase as compared with January, 1917.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 1,869, a daily average of 71.7, as compared with averages of 72.0 in December and 76.9 in January of last year. The number of casual jobs secured was 4,704, a daily average of 180.5 as compared with 173.2 in the preceding month and with 149.2 in January, 1917.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS AGENCIES DURING THE MONTH ENDED JANUARY 31, 1918

AGENCY.	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**364**	**37**	**1**	..	**422**	**1211**	**58**	**1**	..	**1270**
Halifax	2	....	..	..	2	2	....	..	..	2
St. John	41	....	..	..	41	41	....	..	..	41
Quebec	28	....	..	..	28	28	....	..	..	28
Montreal	52	....	..	..	52	347	....	..	..	347
Ottawa	7	4	..	..	11	30	5	..	..	35
Toronto	168	....	..	..	168	452	....	..	..	452
Hamilton	12	2	..	..	14	27	3	..	..	30
London	12	....	..	..	12	47	....	..	..	47
Winnipeg	7	20	1	..	28	27	33	1	..	61
Calgary	22	6	..	..	28	45	12	..	..	57
Edmonton	12	3	..	..	15	58	3	..	..	69
Vancouver	21	2	..	..	23	107	2	..	..	101
Y.W.C.A.	...	**89**	..	..	**89**	....	**195**	..	..	**194**
Sherbrooke	...	2	..	..	2	....	2	..	..	5
Winnipeg	...	14	..	..	14	....	14	..	..	12
Brandon	...	2	..	..	2	....	4	..	..	4
Saskatoon	...	27	..	..	27	....	110	..	..	110
Edmonton	...	15	..	..	15	....	15	..	..	15
Vancouver	...	9	..	..	9	....	13	..	..	13
Victoria	...	20	..	..	20	....	37	..	..	37
Miscellaneous	**464**	**693**	**1**	..	**1358**	**962**	**2256**	**1**	..	**3239**
Montreal Municipal	15	....	..	..	15	15	....	..	..	15
Montreal Catholic Social Service Guild	2	32	1	..	35	2	32	1	..	35
Montreal Directorate of Female Immigration	...	6	..	..	6	....	6	..	..	6
Toronto Provincial	...	53	..	..	53	....	684	..	..	684
Toronto Municipal	40	....	..	..	40	163	....	..	..	163
London Provincial	15	38	..	..	53	15	112	..	..	127
Hamilton Provincial	...	5	..	..	5	....	5	..	..	5
Winnipeg Municipal	133	183	..	..	316	492	558	..	..	1050
Saskatoon Provincial	4	....	..	..	4	20	....	..	..	20
New Westminster Municipal	...	2	..	..	2	....	9	..	..	9
Vancouver Municipal	132	269	..	..	401	154	543	..	..	697
Victoria Municipal	121	307	..	..	428	121	307	..	..	428
Total	**848**	**1019**	**2**	..	**1869**	**2193**	**2509**	**2**	..	**4704**
Daily Average										
December, 1917	...	....	..	..	**72.0**	....	....	..	..	**173.2**
January, 1918	...	....	..	..	**71.7**	....	....	..	..	**180.5**
January, 1917	...	....	..	..	**76.9**	....	....	..	..	**149.2**

REPORTS OF EMPLOYMENT BUREAUS FOR THE MONTH ENDED JANUARY 31, 1918.

BUREAUS	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average Dec., 1917	Daily Average Jan., 1918	Daily Average Jan., 1917	Men	Women	Boys	Girls	Total	Daily Average Dec., 1917	Daily Average Jan., 1918	Daily Average Jan., 1917
Halifax—Commercial (2)	7	28	2	7	44	1.50	1.69	5.04	3	25	2	8	38	1.46	1.46	2.12
St. John—Commercial (2)	60	2	...	...	62	4.22	4.27	1.73	38	2	...	...	40	2.45	2.44	1.60
Quebec—Provincial	79	6	...	...	85	5.75	3.49	4.52	57	1	...	...	58	3.79	2.32	.73
Sherbrooke	62	2	...	43	107	2.98	4.10	6.90	62	2	...	40	104	1.70	3.93	4.83
Provincial	62	...	...	36	98	2.42	3.77	6.17	62	...	...	36	98	1.50	3.77	4.79
Y.W.C.A.	...	2	...	7	9	.56	.33	.73	...	2	...	4	6	.20	.22	.04
Montreal	3108	222	5	53	3386	187.66	128.93	149.78	2417	80	3	27	2527	93.45	95.80	75.39
Provincial	431	44	...	...	475	9.13	18.27	24.63	310	31	...	...	341	6.83	13.12	15.08
Municipal	461	15	...	...	476	15.52	18.23	18.24	453	7	...	...	460	15.35	17.69	16.76
Catholic Social Service Guild	4	31	1	5	41	1.71	1.52	2.24	4	21	...	2	27	9.58	1.00	1.12
Directorate of Female Immigration	1	75	1	...	77	2.04	2.96	3.67	...	10	...	1	11	.44	.42	.50
Commercial (10)	2209	57	3	48	2317	159.26	88.00	92.00	1650	11	3	24	1688	66.25	63.57	41.93
Ottawa	1620	75	21	...	1716	81.00	65.60	75.79	1414	33	21	...	1468	60.66	56.32	39.79
Provincial	1000	22	21	...	1043	46.80	40.12	30.20	1000	22	21	...	1043	46.80	40.12	29.92
Y.W.C.A.	...	19	...	...	19	.85	.73	1.12	...	3	...	...	3	.15	.12	.48
Women's Hostel	...	34	...	...	34	1.00	1.09	.81	...	8	...	...	8	.04	.26	.29
Commercial (5)	620	...	...	...	620	32.35	23.66	43.66	414	...	...	...	414	13.63	15.82	9.10
Toronto	2186	382	9	290	2866	165.77	110.31	96.97	1608	189	4	117	1890	74.84	74.14	68.62
Provincial	311	66	4	283	664	21.16	25.54	2.62	278	63	4	111	456	15.08	17.54	2.62
Municipal	591	...	...	...	591	25.38	22.73	28.58	516	...	...	...	516	18.62	19.85	25.46
Y.W.C.A.	...	150	...	...	150	5.11	6.00	7.00	...	25	...	...	25	.62	1.00	1.40
Commercial (4)	1283	166	5	7	1461	54.12	56.04	58.77	886	101	...	6	993	40.52	35.75	39.14
Hamilton—Provincial	...	102	...	1	103	2.95	3.96	8.31	...	62	...	1	63	1.84	2.40	2.00
London—Provincial	67	191	...	...	168	6.48	6.22	.15	56	78	...	...	134	4.80	4.96	.08
Brantford—Provincial	89	27	...	...	116	3.95	4.48	5.30	71	16	...	...	87	3.35	3.35	3.48
Kitchener—Provincial	15	...	4	65	84	1.80	3.11	.92	12	...	2	4	18	1.00	.67	.36
St. Thomas—Provincial	95	12	...	...	107	2.16	4.12	3.68	17	10	...	...	27	1.24	1.04	.96
Walkerville—Provincial	26	...	...	...	26	1.85	1.44	.46	24	...	...	...	24	1.69	1.33	.46
Fort William and Port Arthur—Commercial (6)	2528	5	...	8	2541	95.33	96.99	105.57	395	1	...	...	396	21.01	15.14	23.85
Winnipeg	3850	1282	22	115	5269	216.94	198.41	247.61	1520	567	15	26	2128	85.74	80.28	111.13
Municipal	97	175	8	9	289	14.04	11.12	15.04	86	79	7	8	180	8.24	6.92	8.62
Girls' Home of Welcome	...	120	...	...	120	4.21	4.62	5.00	...	10	...	...	10	.63	.38	.96
Y.W.C.A.	...	100	...	65	165	4.80	6.11	8.52	...	15	...	10	25	.80	.92	1.11
Commercial (10)	3753	887	14	41	4695	193.89	176.56	219.05	1434	463	8	8	1913	76.07	72.06	100.44
Brandon	295	37	16	36	384	22.59	21.98	7.15	69	11	...	8	88	5.01	3.83	3.07
Y.W.C.A.	...	2	...	6	8	.25	.33	.65	...	2	...	6	8	.25	.33	.15
Commercial (2)	295	35	16	30	376	22.25	21.65	6.50	69	9	...	2	80	4.76	3.50	2.92
Regina	397	104	10	98	609	40.26	23.49	17.04	221	56	5	33	315	24.22	12.17	6.23
Y.W.C.A.	...	...	...	9	9	.40	.33	.08	...	...	...	5	5	.04	.19	.08
Commercial (4)	397	104	10	89	600	39.86	23.16	16.96	221	56	5	28	310	24.18	11.98	6.15
Saskatoon	578	53	...	75	706	72.89	27.03	20.16	244	12	...	28	284	15.18	10.40	10.49
Provincial	108	12	...	...	120	6.46	4.62	3.42	87	3	...	...	90	5.58	3.46	3.04
Y.W.C.A.	...	30	...	60	90	3.75	3.33	3.81	...	3	...	19	22	.96	.82	1.08
Commercial (2)	470	11	...	15	496	62.68	19.08	12.93	157	6	...	9	172	8.64	6.62	6.37
Calgary	771	33	...	...	804	52.80	30.64	29.04	622	10	...	...	632	31.72	24.04	23.37
Commercial (4)	471	33	...	...	804	52.80	30.64	29.04	622	10	...	...	632	31.72	24.04	23.37
Edmonton	3352	298	21	44	3713	148.54	139.27	121.86	1541	65	1	6	1613	62.71	60.50	52.74
Y.W.C.A.	...	52	...	...	52	1.71	2.00	2.56	...	11	...	...	11	.42	.42	.41
Commercial (10)	3352	244	21	44	3661	146.83	137.27	119.30	1541	54	1	6	1602	62.29	60.08	52.33
New Westminster	7	19	1	1	28	.79	1.87	1.08	4	2	...	...	6	.27	.23	.46
Municipal	7	1	1	1	10	.16	.38	.81	4	1	...	...	5	.12	.19	.42
Y.W.C.A.	...	18	...	...	18	.54	.69	.27	...	1	...	...	1	.15	.04	.04
Vancouver	2986	531	17	350	3883	117.44	145.95	106.50	2230	283	4	133	2570	76.13	98.30	73.39
Municipal	54	55	2	...	111	4.30	4.27	6.19	54	8	2	...	64	2.74	2.46	5.34
Y.W.C.A.	...	139	...	...	139	4.04	5.15	4.88	...	18	...	...	18	1.20	.67	1.08
Commercial (10)	2931	337	15	350	3633	109.10	136.53	95.43	2176	177	2	133	2488	72.19	93.17	66.97
Victoria	98	189	...	73	360	15.85	13.99	15.04	72	62	...	20	154	5.85	5.99	8.86
Municipal	40	33	...	...	73	4.48	2.81	3.00	30	13	...	...	43	1.16	1.65	3.00
Y.W.C.A.	...	36	...	36	72	2.15	2.77	.81	...	6	...	7	13	.31	.50	.58
Commercial (6)	58	120	...	37	215	9.02	8.41	11.23	42	43	...	13	98	4.18	3.84	5.28
Total (23 centres)	22272	3508	128	1259	27167	1191.03	1040.48	1021.60	12769	1487	57	451	14764	584.80	559.52	514.01

EMPLOYMENT FOR CIVIC EMPLOYEES IN SIXTEEN CITIES

REPORTS from 16 cities showing the number of workers temporarily engaged, and the wages paid these employees during the first pay-roll period of two weeks in February, indicated an increase of almost 25 per cent in the number of workers, and an increase of nearly 23 per cent in the wages paid. In February, 11,293 persons were employed temporarily, and the pay-rolls amounted to $333,630.00, as compared with 9,040 employees, and an aggregate pay-roll of $272,259.64 in January. St. John, Montreal, Toronto, London, Winnipeg, Regina, Moose Jaw and Edmonton all showed increases both in the number of workers and in the wages paid. Halifax, Calgary and Brandon reported smaller numbers of employees and smaller pay-rolls. Ottawa, Hamilton, Saskatoon and Victoria recorded fewer employees, but larger pay-rolls, while at Vancouver the same number of men were engaged, but the amount of wages paid was smaller.

The accompanying table summarizes reports from the nine cities for which returns are available since July, 1916. The table shows that as regards the number of workers, a decline began in January, 1917, and continued almost without interruption to November. In December and January, however, an upward tendency is evidenced, and this is continued in February. As to wages, the total for last month is the largest reported since September, 1916.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY SIXTEEN CITY CORPORATIONS, JANUARY AND FEBRUARY, 1918

City.	Number of employees temporarily employed in first fortnight in:		Amount of wages paid employees temporarily employed in first fortnight in:	
	Jan. 1918	Feb. 1918	January 1918	February 1918
Halifax*	199	182	$3,948.54	$3,696.89
St. John	306	311	6,760.90	8,404.50
Montreal	4,278	5,548	92,377.98	142,040.43
Ottawa	283	129	10,776.46	12,027.20
Toronto	1,121	2,276	57,171.86	65,128.92
Hamilton	356	333	9,769.47	10,591.71
London	194	239	5,991.23	7,269.29
Winnipeg	377	383	13,618.70	14,469.30
Brandon	45	37	1,188.41	1,151.57
Regina	299	316	11,629.29	11,848.24
Moose Jaw	70	74	2,376.42	3,009.45
Saskatoon	290	276	10,625.98	11,479.71
Calgary	279	242	10,066.35	9,142.10
Edmonton	325	334	12,260.42	12,396.10
Vancouver	452	452	17,651.78	14,699.72
Victoria	166	161	6,045.85	6,274.87
Total	9,040	11,293	$272,259.64	$333,630.00

*Contract work not available.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY NINE CITY CORPORATIONS, JULY, 1916—FEBRUARY, 1918

Month.	Total number of employees temporarily employed in first fortnight.	Total amount of wages paid employees temporarily employed in first fortnight.
1916		
July	10,244	$281,062.15
August	9,425	275,364.93
September	8,397	235,632.94
October	8,079	220,986.22
November	7,669	211,678.38
December	6,360	164,293.79
1917		
January	8,466	193,797.33
February	7,784	213,605.85
March	8,390	210,691.01
April	7,341	167,938.77
May	6,639	160,076.31
June	6,515	206,449.96
July	6,612	201,856.82
August	5,954	188,731.51
September	5,445	174,203.48
October	5,165	161,374.34
November	4,879	160,695.47
December	5,932	129,662.49
1918		
January	6,433	168,920.94
February	7,520	221,799.40

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades as indicated by the value of building permits issued in 35 cities showed a decrease during February as compared with the previous month, the total value of permits falling from $1,562,637 in January to $901,933 in February, a decline of $660,704, or 42.2 per cent. Saskatchewan and Manitoba recorded increases, while in Nova Scotia, also, there was an inconsiderable gain. As compared with the corresponding month of 1917, there was a decrease of 46.4 per cent, the value for February, 1917,

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES

City	January, 1918	February, 1918	February, 1917	February, 1918, compared with January, 1918		February, 1918, compared with February, 1917	
				Increase (+) Decrease (—)		Increase (+) Decrease (—)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	$71,280	$71,584	$90,450	+ $304	+ .43	— $18,866	— 20.86
Halifax	62,470	68,075	88,535	+ 5,605	+ 8.97	— 20,460	— 23.11
Sydney	8,810	3,509	1,915	— 5,301	— 60.17	+ 1,594	+ 83.24
New Brunswick	.....	.....	88,475	.....	.....	— 88,475	.....
Moncton	.....	.....	2,175	.....	.....	— 2,175	.....
St. John	.....	.....	86,300	.....	.....	— 86,300	.....
Quebec	167,482	134,692	563,330	— 32,790	— 19.58	— 428,638	— 76.09
Maisonneuve	.....	.....	500	.....	.....	— 500	.....
Montreal	116,110	77,045	402,565	— 39,065	— 33.65	— 325,520	— 80.86
Quebec	30,572	25,147	145,725	— 5,425	— 17.74	— 120,578	— 82.74
Sherbrooke	.....	.....	9,940	.....	.....	— 9,940	.....
Three Rivers	19,300	17,000	2,700	— 2,300	— 11.92	+ 14,300	+ 529.63
Westmount	1,500	15,500	1,900	+ 14,000	+ 933.33	+ 13,600	+ 715.79
Ontario	611,120	492,492	774,435	— 118,628	— 19.41	— 281,943	— 36.46
Brantford	5,245	10,000	5,815	+ 4,755	+ 90.66	+ 4,185	+ 71.97
Fort William	80,000	.....	150	— 80,000	.....	— 150	.....
Guelph	.....	2,800	3,200	+ 2,800	.....	— 400	— 12.50
Hamilton	50,000	65,890	42,610	+ 15,890	+ 31.78	+ 23,280	+ 54.63
Kingston	5,195	.....	.....	— 5,195	.....	.....	.....
Kitchener	3,600	425	2,775	— 3,175	— 88.19	— 2,350	— 84.68
London	17,150	16,560	18,305	— 590	— 3.44	— 1,745	— 9.53
Ottawa	8,875	15,800	26,500	+ 6,925	+ 78.03	— 10,700	— 40.38
Peterborough	3,300	1,230	13,425	— 2,070	— 62.73	— 12,195	— 90.84
Port Arthur	16,895	530	1,125	— 16,365	— 96.86	— 595	— 52.89
Stratford	2,945	575	11,305	— 2,370	— 80.48	— 10,730	— 94.91
St. Catharines	3,035	7,675	13,508	+ 4,640	+ 152.88	— 5,833	— 41.70
St. Thomas	.....	550	2,000	+ 550	.....	— 1,450	— 72.50
Toronto	409,965	347,282	573,517	— 62,683	— 15.29	— 226,235	— 39.44
Windsor	4,915	23,175	60,200	+ 18,260	+ 371.52	— 37,025	— 61.40
Manitoba	41,100	54,900	36,350	+ 13,800	+ 33.58	+ 18,550	+ 51.03
Brandon	.....	250	24,000	+ 250	.....	— 23,750	— 98.96
Winnipeg	41,100	54,650	12,350	+ 13,550	+ 32.97	+ 42,300	+ 342.51
Saskatchewan	5,800	29,225	17,255	+ 23,425	+ 403.88	+ 11,970	+ 69.37
Moose Jaw	.....	18,600	2,600	+ 18,600	.....	+ 16,000	+ 615.38
Regina	700	3,650	13,005	+ 2,950	+ 421.43	— 9,355	— 71.93
Saskatoon	5,100	6,975	1,650	+ 1,875	+ 36.78	+ 5,325	+ 322.73
Alberta	507,700	47,850	8,900	— 459,850	— 90.57	+ 39,850	+ 448.13
Calgary	505,300	32,200	4,500	— 473,100	— 93.63	+ 27,700	+ 615.56
Edmonton	2,400	15,650	3,500	+ 13,250	+ 552.08	+ 12,150	+ 347.14
British Columbia	158,155	71,190	104,200	— 86,965	— 54.99	— 33,010	— 31.68
New Westminster	1,650	3,900	6,520	+ 2,250	+ 136.36	— 2,620	— 40.18
Vancouver	53,125	55,415	96,780	+ 2,290	+ 4.31	— 41,365	— 42.74
Victoria	103,380	11,875	900	— 91,505	— 88.51	+ 10,975	+ 1,219.44
Total (35 cities)	$1,562,637	$ 901,933	$1,682,495	— $660,704	— 42.22	— $780,562	— 46.39

being $1,682,495. In this comparison, increases were shown in Alberta, Saskatchewan and Manitoba.

Of the larger cities, Montreal and Toronto reported decreases both as compared with January, 1918, and with February, 1917; Winnipeg recorded increases in both comparisons, while at Vancouver there was a gain as compared with January and a decline as compared with February of last year. Of the smaller centres, Westmount, Brantford, Hamilton, Moose Jaw, Saskatoon and Edmonton all reported increases in both cases.

MIGRATION AND SETTLEMENT

OF persons other than citizens of the United States, 2,434 left the United States in December, 1917, to take up permanent residence in British North America, as compared with 2,443 in November, 1917; 2,094 persons (other than citizens of the United States) departed from British North America in December, 1917, to take up permanent residence in the United States, as compared with 2,226 in November, 1917, indicating for British North America an inward balance of 340 in December, 1917.

Homestead entries.—During January, 1918, there were 75 homestead entries in Manitoba, 109 in Saskatchewan, 124 in Alberta, and 10 in British Columbia, a total of 318, as compared with a total of 436 in December, 1917, and 455 in January, 1917.

Lands patented.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon Territory for the month of January, 1918, the number of patents was 1,834 and the number of acres 293,728.75, as compared with 1,670 patents and 269,459.85 acres in December, 1917, and 2,087 patents and 339,146.52 acres in January, 1917.

PRICES, RETAIL AND WHOLESALE, IN CANADA, FEBRUARY, 1918, AND IN OTHER COUNTRIES

PRICES showed slight advances in many lines and substantial increases appeared in grains, fodders, and some metals and building materials. There were declines in fresh eggs, hides, and jute. Live stock, meats, and dairy products averaged somewhat higher, as well as fruits and canned vegetables.

In retail food prices there were slight advanced in nearly all the articles included, but prices were slightly lower for fresh eggs, cheese, bread, and sugar. The average cost of a weekly family budget of staple foods in nearly sixty cities was $12.54 as compared with $12.42 in January, $10.46 in February, 1917, and $7.75 in February, 1914. Coal and wood were also slightly higher.

In wholesale prices the index number reached 263.5 as compared with 258.7 in January, 217.3 in February, 1917, and 136.6 in February, 1914. The chief increases were in grains and fodder, fruits and vegetables, miscellaneous foods, metals and implements, and paint, oils, and glass.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other

important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the *Labour Gazette* from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts inhabited by workingmen.

Retail Prices

In beef, sirloin steak advanced at St. Hyacinthe, Ottawa, Belleville, Woodstock, Sault Ste. Marie, Brandon, Edmonton, New Westminster, Vancouver, Victoria, and Nanaimo. Round steak, rib roast and shoulder roast, rose also in several localities. Mutton advanced at Niagara Falls, Woodstock, Sault Ste. Marie, Brandon, Regina, Edmonton, Fernie, New Westminster, and Nanaimo. Pork, fresh, was higher at Westville, Halifax, St. Hyacinthe, St. John's, Brockville, Belleville, Orillia, St. Catharines, Woodstock, Stratford, Sault Ste. Marie, Regina, Lethbridge, Fernie, and Nanaimo. Salt pork was higher at Quebec, St. Hyacinthe, St. Catharines, Chatham, Edmonton, Calgary, and New Westminster. Breakfast bacon was higher at Quebec, Hull, Belleville, Peterborough, St. Catharines, Guelph, Woodstock, Regina, Calgary, Fernie, Vancouver, and Nanaimo. Lard was dearer at Kingston, Toronto, Guelph, Woodstock, St. Thomas, Sault Ste. Marie, and Moose Jaw.

Eggs were cheaper at Westville, Amherst, Guelph, London, Cobalt, Prince Albert, New Westminster, Vancouver, Victoria, and Nanaimo, but were dearer at Charlottetown, St. John, Quebec, Three Rivers, Hull, Brockville, St. Catharines, Woodstock, Stratford, St. Thomas, Chatham, Windsor, Owen Sound, Sault Ste. Marie, Winnipeg, Brandon, Regina, Moose Jaw, and Fernie. Milk advanced at Charlottetown, Kingston, Orillia, Chatham, Sault Ste. Marie, but declined at New Westminster. Dairy butter advanced at Sydney, Charlottetown, St. John, Three Rivers, Sorel, St. John's, Hull, Brockville, Kingston, Cobalt, Fort William, Regina, Calgary, Lethbridge, and Victoria, but declined at Guelph, Galt, Kitchener, London, Chatham, Windsor, Sault Ste. Marie, and Port Arthur.

Bread and flour were changed very little, but there were some advances in rolled oats. Rice was fairly steady, but tapioca advanced in several cities.

In canned vegetables and dried beans prices were steady. Evaporated apples advanced at Halifax, Quebec, Ottawa, Kitchener, Woodstock, Windsor, Cobalt, Winnipeg and Vancouver. Sugar, tea, and coffee were steady.

Potatoes were lower at Sydney, Truro, Quebec, Guelph, Edmonton and Victoria, but advanced at St. John, Sherbrooke,

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1916	1917	Feb. 1914	Feb. 1915	Feb. 1916	Feb. 1917	†Jan. 1918	†Feb. 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	60.2	48.0	47.0	47.6	54.0	63.8	65.2
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	41.3	32.6	32.4	33.0	35.8	45.0	46.4
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	22.7	17.0	17.6	18.2	20.9	25.3	25.7
Mutton, roast, hindq'r	1 "	11.8	12.2	16.8	18.8	17.8	19.1	23.3	28.1	20.8	20.3	21.7	25.9	31.2	31.9
Pork, fresh, roast, ham	1 "	12.2	13.1	18.8	17.8	17.5	19.5	22.0	29.6	21.9	18.7	20.4	26.1	33.1	34.1
Pork, salt, mess	2 "	21.8	25.0	34.4	33.8	33.2	35.2	38.7	53.5	34.6	35.2	36.6	45.2	62.6	63.2
Bacon, breakfast	1 "	15.4	17.8	24.5	23.8	22.5	24.7	28.8	38.5	26.0	24.5	26.8	32.6	44.8	45.6
Lard, pure leaf	2 "	26.2	28.2	40.6	36.8	35.6	38.4	40.4	59.4	37.4	35.4	37.0	50.2	66.6	67.4
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.8	34.3	33.7	33.0	48.9	42.6	40.8	42.2	54.9	63.3	63.8
Eggs, storage	1 "	20.2	23.4	26.4	27.8	31.2	28.1	32.7	42.4	35.4	32.9	34.7	44.5	51.2	49.0
Milk	6 qts.	35.8	38.6	43.9	49.2	48.8	51.8	52.6	62.2	55.2	55.2	52.2	60.6	71.4	71.4
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.8	58.4	58.0	68.7	86.4	61.4	61.4	65.8	86.4	93.8	95.4
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.0	35.3	35.6	38.5	48.0	51.2	52.8
Cheese, old	1 "	16.1	17.6	18.5	19.2	28.1	20.5	26.0	33.0	21.8	23.0	24.4	31.2	33.3	33.2
Cheese, new	1 "	14.0	15.7	17.5	17.8	19.5	19.1	24.2	30.4	19.6	21.1	22.6	29.5	30.4	30.4
Bread, plain, white	15 "	56.5	58.5	68.0	64.5	60.0	61.5	74.8	104.4	63.0	70.5	67.5	91.5	114.0	112.5
Flour, family	10 "	25.0	28.0	33.0	32.0	34.8	32.0	41.7	64.2	32.0	43.0	38.0	52.0	65.0	65.0
Rolled oats	5 "	18.0	19.5	21.0	21.8	22.0	22.0	24.6	30.5	21.0	25.5	24.0	26.5	35.0	37.5
Rice, good, medium	2 "	10.4	10.6	10.4	18.6	11.6	11.4	13.1	16.2	11.6	11.8	12.4	13.6	19.6	20.2
Beans, handpicked	2 "	8.6	9.7	10.8	10.4	11.6	12.4	19.5	29.8	11.8	13.8	17.3	25.2	33.4	33.8
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	12.6	11.8	12.9	14.0	19.7	20.5
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.8	11.9	13.1	15.4	12.0	12.9	12.9	13.8	17.3	17.2
Sugar, granulated	4 "	21.6	22.0	24.0	24.8	26.0	23.6	35.8	39.9	22.4	31.6	31.6	36.4	42.8	42.0
Sugar, yellow	2 "	10.0	9.3	10.8	11.0	12.8	11.0	16.6	18.5	10.6	14.4	14.6	17.0	19.8	19.8
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	11.5	8.9	9.2	9.8	10.4	12.5	12.7
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.1	9.6	10.2	10.5	12.1	12.2
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	8.3	9.4	9.9	10.1	9.4	9.7	9.9	10.5	10.1	10.2
Potatoes	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	58.7	89.2	40.0	33.3	56.5	78.3	72.7	73.7
Vinegar, white wine	½ "	.7	.7	.7	.7	.8	.8	.8	.8	.7	.8	.8	.8	.8	.8
All Foods		$5.48	$5.96	$6.95	$7.14	$7.34	$7.34	$8.79	$11.42	$7.75	$7.99	$8.40	$10.46	$12.42	$12.54
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	½ lbs.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.2	3.2	3.2	3.5	4.6	4.6
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	67.0	53.8	53.6	53.6	68.7	72.4	74.1
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	39.0	37.2	37.4	50.4	55.9	58.3
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.9	52.9	41.9	41.3	41.5	47.9	63.7	64.8
Wood, soft	" "	22.6	25.5	29.4	30.0	36.0	38.8	30.8	39.9	31.6	30.9	30.4	33.7	47.2	49.4
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	25.0	23.4	23.7	23.0	23.2	25.8	25.8
Fuel and lighting		$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	$2.37	$1.90	$1.87	$1.86	$2.24	$2.65	$2.72
Rent		$2.37	$2.83	$4.05	$4.06	$4.00	$4.75	$4.04	$4.32	$4.86	$4.26	$3.98	$4.04	$4.50	$4.49
Grand Total		$9.37	$10.50	$12.79	$13.00	$13.79	$14.02	$14.78	$18.15	$14.53	$14.15	$14.27	$16.78	$19.61	$19.80

AVERAGE COST OF STAPLE FOODS BY PROVINCES.

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11.39	$7.53	$7.81	$8.34	$10.43	$12.45	$12.50
Prince Edward Island	4.81	5.26	5.81	5.90	6.11	6.34	7.57	9.79	6.72	6.70	7.19	8.75	10.63	10.97
New Brunswick	5.38	5.83	6.55	6.84	7.13	7.04	8.70	11.22	7.60	7.79	8.46	10.15	12.33	12.65
Quebec	5.15	5.64	6.33	6.46	6.97	6.87	8.48	11.15	7.28	7.40	8.14	10.52	12.18	12.37
Ontario	5.61	5.60	6.50	6.67	7.25	7.20	8.84	11.60	7.50	7.79	8.34	10.62	12.51	12.66
Manitoba	5.85	6.19	7.46	7.41	7.96	7.87	8.68	10.73	8.37	8.27	8.51	10.04	11.84	12.04
Saskatchewan	6.86	6.92	7.96	8.00	8.16	8.25	8.96	11.11	8.18	8.56	8.58	10.33	12.18	12.69
Alberta	6.02	6.50	8.00	8.06	8.15	8.33	8.79	11.55	8.61	8.73	8.56	10.69	12.72	12.87
British Columbia	6.90	7.74	8.32	8.79	9.83	9.13	9.25	11.83	9.10	8.95	8.89	10.18	12.69	12.61

*December only. †Saskatoon omitted.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Nova Scotia						P.E.I.	New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	**Average**	Charlottetown	Moncton	St. John	Fredericton	Newcastle	**Average**	Quebec	Three Rivers	Sherbrooke	Sorel
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin steak....lb.	35	30	30	37	32	**32.8**	28	32	33	35	30	**32.5**	25-28	30	30	28-30
2-Beeff, round steak.... "	30	30	30	34	30	**30.8**	28	30	28	30	28	**29.0**	25-28	30	28	28-30
3-Beef, rib roast prime.. "	30	25-28	22	30	28	**27.3**	25	25-28	30	24	22	**25.6**	25	30	25	25
4-Beef, shoulderroast. "	25-28	23	20	26	24	**23.9**	25	20-24	22	18	20	**20.5**	19-20	22	20	20-22
5-Veal roast, forequarter "	15-20	15	22	16	18	**17.7**	.....	.....	22	16	15	**17.7**	25-30	20	20	18-20
6-Mutton, leg roast, h'q. "	25-30	18-20	25	27	22	**24.1**	.....	.....	35	20	20	**25.0**	25-28	25	.....	30
7-Pork, fresh, roast, ham "	32-35	25	30	32	28	**31.7**	28	30	35	28	28	**30.3**	30-32	35	30	30
8-Pork, fresh chops.... "	38	35	30	32	30	**33.0**	28	30	35	35	30	**32.5**	30	35	30	30
9-Pork, salt, mess..... "	22	35	30	30	30	**29.4**	28	34	35	38	35	**35.5**	32-35	35	30	30
10-Bacon, br'fast, not sli'd "	45	35	38	45	40	**40.6**	40	45	45	45	45	**45.0**	45	50	45	50
11-Fish, fresh, g. quality. "	7	13	25	10-14	15	**14.4**	10	12-20	10-15	12	14	**13.6**	13	15-35	12	9-12
12-Fish, salt, herrings..doz.	60	50	60	35-45	60	**54.0**	50	50	60	50	60	**55.0**	60	60	.....	50
13-Salmon, canned, med..lb.	.....	30-35	35	30	25	**30.6**	25	30	35	28	35	**32.0**	30	25-40	30	25
14-Lard, pure leaf, best.. "	38	35	32	34	35	**34.8**	32	32	35	36	35	**34.5**	32	35	35	30
15-Eggs, new laid.....doz.	70	55	60	70	60	**63.0**	48	60	75	70	55	**65.0**	75-80	65	70	55
16-Eggs, storage..... "	.....	50	55	55	.....	**53.3**	.....	.....	55	50	.....	**52.5**	50	50	55	48
17-Milk, delivered.....qt.	12-14	12	10	12.5	11	**11.7**	9	9-10	12	11	10	**10.6**	12	12	11.1	12
18-Butter, dairy solids...lb.	55	50	48	52	50	**51.0**	45	50	48	45	45	**47.0**	46-48	52	48	46
19- " creamery prints "	60	55	50	55	55	**55.0**	45	55	50	54	50	**52.3**	50-52	55	53	49
20-Cheese, old..... "	.....	.....	.....	.....	.....	.....	26	.....	35	33	.....	**34.0**	34-36	35	.....	30-32
21-Cheese, new..... "	30	30	30	32	32	**30.8**	26	30	.....	30	30	**30.0**	30-32	30	35	28
22-Bread, plain white... "	7-8	8	8	8	8	**7.9**	5.5	8-8.7	8	8	8.7	**8.3**	7	6	7.5	6.3
23-Flour, family..... "	7.2-7.4	7.6	7	7	8	**7.4**	6.4	6.6	7	7	7.6	**7.1**	7.5	7	7.6	6.6
24-Rolled oats, standard. "	8	8	7	8	8	**7.8**	8	7	8	8	8	**7.8**	7	8	8	7
25-Rice, medium..... "	12-15	12	10	10	10	**11.1**	10	10	10	12	10	**10.5**	10	10	9	9
26-Rice, Patna..... "	.....	.....	10	15	10	**11.7**	9	.....	12	15	15	**14.0**	.....	12	15	10
27-Tapioca, medium pearl "	20	15	25	20	20	**20.0**	18	18	18	18	20	**18.5**	15	20	20	18
28-Tomatoes, canned 3's can	28	28	25	25	30	**27.2**	25	24	25	28	27	**26.0**	25	25	25	25
29-Peas, canned 2's.... "	25	20	20	20	20	**21.0**	20	18	20	18	20	**19.0**	20	20	20	18
30-Corn, canned 2's.... "	25	25	25	25	25	**25.0**	25	24	18	25	23	**22.5**	20	25	25	22
31-Beans, common.....lb.	20	18	18	18	20	**18.8**	15	20	18	18	20	**19.0**	18	20	18	15
32-Apples, evaporated... "	.....	18	16	25	.....	**19.7**	12	20	.....	22	20	**20.7**	16	30	.....	.....
33-Prunes, medium..... "	15-20	15	18	18	18	**17.3**	16	18	18	18	16	**17.5**	18	20	.....	15
34-Sugar, granulated.... "	12	11	10	11	10	**10.8**	10	10	10	10	10	**10**	10	11	11.1	10
35-Sugar, yellow..... "	11	10	9.1	10	10	**10.0**	9.5	10	9.1	9.1	10	**9.6**	9	10	10	9.5
36-Tea, black, medium.. "	50-55	55	55	50	45	**51.5**	50	60	60	55	55	**57.5**	50	45	45	40
37-Tea, green, medium.. "	.....	55	55	50	.....	**53.3**	60	.....	70	65	65	**66.7**	50	45	45	30
38-Coffee, medium..... "	40-45	45	45	40	40	**42.5**	45	45	40	40	45	**42.5**	50	40	45	40
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	$1.90	$1.50	$1.80	$1.90	$1.90	**$1.80**	$1.50	$2.10	$2.50	$2.30	$2.25	**$2.29**	$1.75-$2.00	$2.70	$2.70	$2.50
40-Vinegar, white wine, XXX, per quart.....	.12	.12	.9	.10	.13	**.112**	.12	.10	.12	.10	.15	**.118**	.18-.22	.15	.125	.10
41-Starch, laundry, per pound.....	.15	.12	.15	.15	.15	**.144**	.14	.15	.15	.14	.15	**.148**	.12-.14	.15	.15	.13
42-Coal, anthracite, stove size, per ton, 2,000 lbs..	16.80	.....	14.00	14.50	14.25	**14.89**	15.00	.....	14.50	13.00	14.00	**13.83**	13.50	11.50	12.00	11.00
43-Coal, bituminous, domestic, per ton, 2,000 lbs..	4.80	5.35	7.00	8.00	8.50	**6.73**	8.00	8.50	7.75-8.25	9.00	8.00	**8.38**	12.00	10.00	11.00	10.50
44-Wood, hard, best, per long cord. (128 cu. ft.).....	6.00	6.00	6.00	9.00	8.00	**7.00**	6.00	8.00	b6.40-6.90	14.00	7.00	**8.91**	b 13.33 14.67	12.00	12.00	13.00
45-Wood, soft, best, per long cord. (128 cu. ft.).....	5.00	5.00	4.50	6.50	4.50	**5.10**	6.00	4.00	b4.80	8.00	4.00	**5.20**	b 11.33 12.67	8.00	11.00	7.50-8.50
46-Coal oil, prime white, per gallon.....	.25	.25	.26	.25	.25	**.252**	.24	.24	.24	.22	.25	**.238**	.20	.25	.25	.22
47-Rent, house, 6 roomed, san. conveniences, mon.	14.00-18.00	14.00	16.00	25.00	18.00-20.00	**18.00**	8.00-10.00	20.00	12.00	16.00	14.00	**15.50**	22.00-25.00	12.00	16.00	14.00
48-Rent, house, 6-roomed, no san. con., per month	8.00-12.00	9.00	7.00	18.00-20.00	12.00-15.00	**11.70**	7.00-8.00	14.00	9.00	12.00	10.00	**11.25**	.....	8.00	14.00	7.00

a Dairy prints. b Calculated from price per wagon load. h Sold in ¼ ton lots.

CANADA, AT THE MIDDLE OF FEBRUARY, 1918

Quebec (*Continued*)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
cts.	cts.	cts.	cts.	cys.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
28	30	30	28	28.9	38	30–32	30–35	33	35	33–35	35–38	35	32–34	30	34	30	35	32	1
28	30	25–28	25	27.9	34	30	28–32	30	32	30–32	30–33	32	30–31	28	30	30	32	30	2
18	22	22–25	20	24.0	32	26–30	30	32	25	28	28–32	28	24–26	25	28	28	28	25	3
18	20	20–22	22	20.4	30	25	23–25	25	23	20–23	23–25	25	22–24	19–22	25	25	25	23–24	4
25	30	20	20	22.7	35	.....	20	30	27	28	28–32	30	32	30	30	25	30	28	5
35	35	30	28	29.9	38	20–25	30	30	35	25	35–38	40	30	28–30	40	30	30	.....	6
30	32	35	32–33	31.9	38	35	35	32	42	34	37–40	40	38	37	40	35	30	35	7
30	32	40	32	32.4	40	35–38	35–40	34	42	35–38	40–45	40	40	38	42	35	40	38–40	8
35	35	36	32	33.3	37	30	30–35	.....	35	.....	35–38	32	33	32	38	25	34	30	9
35	38	43	46	44.0	48	42–45	40–45	54	55	48	45–48	53	45	48–50	45	44	44	45	10
12–18	20–30	12	10	15.3	10–12	10–25	18–25	.....	20	15	11–22	18	20–25	18	20	25	12½–20	20	11
.....	72	60	55	59.5	90	25	40	.....	60	50	90	.....	.....	50	50	.....	.....	60	12
25	25–30	25	20–40	25.6	25–35	20–40	28–35	25	30	30	25–35	35	27	30	35	35–40	35	30	13
32	35	35	33–35	33.5	34	32–34	30–35	34	35	34	35	35	35	32	35	32	35	35	14
65	60	55	70–75	65.0	75	60–65	60–75	65	65	55	60–65	60	65	65–70	60	55	60	55	15
.....	50	.....	54	51.2	55	55	55	55	55	.....	55	.....	55	.....	55	.....	50	48	16
10	10	13	11	11.4	11	11–12	10.11	11	12	10.–11.4	13.3	12	12	12.5	12	11.8	10–12	10.5	17
.....	53	.....	45–49	48.8	50	48–52	48–50	50	a50	43	45–50	.....	51	48	50	45	a45	45	18
52	55	50	52–54	52.3	53	50–55	50–55	54	54	48	55–58	58	54	50	54	50	52	48	19
30	35	35	.....	33.5	38	.....	30	34	35	35	38	35	.....	28	.....	32	35	.....	20
.....	30	30	27–28	30.2	32	29–32	28	.....	30	30	28–30	32	30	.....	30	28	30	32	21
6.5	6	8	7.3	68.3	6.9	7.3	7.3	6.3	6.7	7.3	6.7	7.3	7.3	8	6.7	7.3	7.3	7.3	22
6.2	7.2	7.2	6–6.2	6.9	6.8	6.5	7.4	7	6.4	5.6	6.6	6.4	6.2	6.3	6.4	5.8	6.2	5.9	23
7	10	7	7.5	7.7	7.5	8	6	8	8	4.5	8	7	7.1	7	9	8	7	7	24
8	10	12.5	7–9	9.6	10	10	10–12	10	10	8.3	8	12.5	10–12	10	10	10	10		25
10	13	15	12.5	12.5	10	12.5	12	12.5	13	10	11–12.5	12.5	12½–15	13	12	12	12.5	10	26
20	18	20	15–18	18.4	18	17–18	15	20	15	18	18	20	20	17	18	18	20	20	27
32	26	25	20–25	25.7	25	23–25	20–25	25	25	30	20–25	25	25	25	28	25	25	25	28
25	25	20	18–20	26.9	18	15–20	18	20	20	20	20–30	20	20	18	20	20	20	18	29
25	25	25	20–23	23.6	25	20–22	23	25	23	25	25–30	25	20	25	25	25	20	20	30
15	18	20	14–15	17.3	15	12½–15	13–15	15	18	15	15–18	15.5	20	15	15	20	18	15	31
25	28	18	25	23.7	22	15	15	.....	20	.....	25	.....	.....	15	.....	.....	.....	20	32
15	28	15	12½–15	17.8	18	18	15	18	17	17.5	15–25	18	18	13–18	18	20	18	15	33
10	11.1	9.5	9.8	16.3	10	11.1	10.5	10	9.5	10	10	10	10	10	10	11.1	11.1	10	34
9.1	10.5	9.5	9.3	9.6	9.5	10	9.1	9.1	9.1	9.1	9	9.1	9.1	10	9.5	10	10	10	35
40	40	45	50–55	44.7	60	55	40–45	55	60	40	50–55	50	50–55	50	60	50–60	55	50	36
40	40	40	40–45	41.6	50	50	40–45	55	55	30	50–55	40	35–40	50	60	50	50	45–50	37
40	40	30	40	46.6	45	40	40	35	45	40	40–50	30	35–40	30	45	30–50	40	30	38
$2.40	$2.50	$2.50	$2.10 $2.20	$2.42	$2.20	$1.75 $2.00	$2.25–$2.50	$2.25	$2.40	$1.75	$2.75	$2.25	$2.70	$2.25	$2.25	$2.25	$2.00	$2.25	39
.10	.12	.15	.10	.131	.125	.10	.12	.10	.14	.10	.12	.125	.12	.12	.10	.10	.13	.10	40
.10	.12	.12	.10–.125	.127	.13	.13	.15	.12	.125	.12	.125	.14	.12–.14	.12	.15	.12	.13	.13	41
12.00	12.00	10.40	9.75	11.52	10.50	10.60 h14.00	11.50	14.50	12.00	10.50	h9.85	d	9.50–10.00	9.00–12.00	10.00	10.00	10.50	h 11.40	42
12.00	.....	8.50	.....	10.67	10.25	9.00 10.00	10.50	13.50	12.00	11.00	h11.60	d	10.25	12.00	10.00	10.00	10.00	12.50	43
11.00–12.00	15.00	b14.00	12.00	12.94	8.50	12.75 15.00	12.00	11.00	11.75	12.00	15.00	d	.....	.....	16.00	b 14.00	14.50	15.00	44
9.00–10.00	9.00	b8.00	9.00	9.31	4.50	b 12.00	8.00	9.00	7.00	7.50	9.00	d	.....	14.00	13.00	b 10.00	9.00	9.50	45
.22	.20	.30	.22–.23	.233	.30	.25	.22	.22	.28	.25	.20–.25	.22	.23	.20	.25	.25	.24	.25	46
12.00–14.00	10.00–12.00	14.00–18.00	15.00–18.00	15.25	24.00	16.00	14.00–18.00	15.00–18.00	18.00–20.00	12.00–15.00	20.00–30.00	13.00–18.00	16.00	22.00–23.00	15.00–20.00	16.00	14.00–16.00	18.00–22.00	47
9.00–12.00	6.00–10.00	12.00–13.00	10.00–15.00	10.36	17.00	11.00	12.00–15.00	12.00–15.00	14.00–16.00	10.00–12.00	14.00–18.00	10.00–13.00	14.00	15.00–18.00	13.00	12.00	10.00–12.00	12.00–15.00	48

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1–Beef, sirloin, steak.....lb.	35	32	35	32	32	33	32	35	35–38	30-32	30–32	33.3	35	30–35	33.8
2–Beef, round steak..... "	30	30	30	30	30	32	28	30	35	28	28	30.5	30	25	27.5
3–Beef, rib, roast, prime..... "	28	22	25–28	25	28	35	25	30	28–30	25–28	25	27.7	30	25	27.5
4–Beef, shoulder roast..... "	23	20	22–25	23	25	25	22	27	25–28	20–22	20–22	23.9	26	22	24.0
5–Veal, roast, forequarter.... "	25	26	22–25	25	25	28	25–30	30	35–38	28	27–30	28.3	22	20	21.0
6–Mutton, leg roast, hind'q'ter "	30	36	32	35	28	30	25	32	35–38	30–35	30–35	31.9	36	35	35.5
7–Pork, fresh, roast, ham.... "	40	40	35–38	35	38	45	32	35	35–40	32	32	36.9	38	30	34.0
8–Pork, fresh, chops..... "	40	36	38–40	40	40	45	30–32	35	35–40	35–38	35–38	38.4	40	30	35.0
9–Pork, salt, mess..... "	20	35	36	.....	32	.....	.....	35	.....	30	29	32.2	35	25–28	30.8
10–Bacon, breakfast, not sliced "	48	44	45–48	45	48	48	45	50	45	50	50	47.3	43	45	44.0
11–Fish, fresh, good quality... "	13–20	20	8	15	11–20	14–20	18	22	22–25	18	18	18	15	28	21.5
12–Fish, salt, herrings.....doz	45	40	40	30	50	25	.....	65	.....	60	60	51.7	90	.....	90.0
13–Salmon, canned, medium...lb.	25	30	35	25	30	30	30	30–35	35	15–40	20–40	30.6	28	25	26.5
14–Lard, pure leaf, best..... "	34	32	32–35	34	35	33	30	33	34	35	35	33.8	35	35	35.0
15–Eggs. new laid.....doz.	60	55	60	60	60	75	60	55–60	70	75	75	63.3	65	55	60.0
16–Eggs, storage..... "	55	.....	50	55	45	.....	50	.....	.....	.....	.....	52.9	47	40	43.5
17–Milk, delivered.....qt.	10	10	10	8.3	12	14	10	15	13.3	14.3	14.3	11.7	13	12.5	12.8
18–Butter, dairy solids.....lb.	a48	46	48	48	45	45	45	50	48	47.5	50	47.7	.....	40	40.0
19–Butter, creamery prints.... "	54	48	51	53	50	48	48–50	52	53	55	55	52.2	55	50	52.5
20–Cheese, old..... "	35	32	32	32	34	36	30	33–35	.....	30	30	33.3	38	35	36.5
21–Cheese, new..... "	30	28	30	30	32	35	30	.....	35	30	30	30.5	30	.....	30.0
22–Bread, plain, white..... "	6.7	7.3	7.3	7.3	6.7	7.3	6.7	8.7	8	8.3	8.3	7.3	6.4	7.2	6.8
23–Flour, family..... "	5.8	5.8	6.4	6.2	6.6	6.6	6	6.8	6.8	6.2	6 2	6.4	6	6.4	6.2
24–Rolled oats, standard..... "	7	7.5	8.3	8	8	8.3	7.1	7	7	7.5	7.5	7.4	7	6.7	6.9
25–Rice, medium..... "	10	8	10	10 -12.5	8	13	10–12	10	12.5	8.3	8.3	10.1	10	6	8.0
26–Rice, Patna..... "	12.5	10	13	15	10	14	12.5	15	15	10	8–12	12.2	12	10	11.0
27–Tapioca, medium pearl..... "	18	15	18	18	18	18	15	18	18	15–20	15–25	17.9	17.5	12	14.8
28–Tomatoes, canned 3's.....can	25	25	25	25	25	25	25	25	25	20	20	24.7	25	25	25.0
29–Peas, canned 2's..... "	20	20	20–25	20	20	20	20	20	20	15	15	19.5	17	20	18.5
30–Corn, canned 2's..... "	25	20	25	25	25	18	20	22	23	20	20	22.9	22	23	22.5
31–Beans, common..... "	17	15	18	17	20	30	15	20	18	15	15	17	12.5	12.5	12.5
32–Apples, evaporated..... "	25	.....	.....	15	.....	22	.....	24	18	20–25	20–25	20.1	23	18	20.5
33–Prunes, medium..... "	15	15	20	15	15	22	17	20	18	15	15	17.3	14	18	16.0
34–Sugar, granuated..... "	10	11.1	11.1	10	10	10	10	10	10	11.1	11.1	10 3	10.5	11.1	10.8
35–Sugar, yellow..... "	9.1	10	10	9.1	9 1	9.5	9.5	10	10	10	10	9.6	10	10	10.0
36–Tea, black, medium..... "	50	50	50	55	50–70	50–60	55	50	55	50–75	55–75	53.8	35	55	45.0
37–Tea, green, medium..... "	40	55	50	55	45–50	50–60	50	50	40	45–65	50–65	49.2	35	45	40.0
38–Coffee, medium..... "	40	45	45	40	40	35–40	40	45	40	40–50	40–50	40.2	28	40	34.0
39–Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.50	$2.25	$2.50	$2.40	$2.50	$2.70	$2.00–$2.10	$3.00	$2.75	$2.25	$2.25	$2.35	$2.10	$2.25	$2.18
40–Vinegar, white wine, XXX, per quart.....	.10	.10	.13	.125	.10	.10	.15	.10	.15	.15	.15	.117	.10	.15	.125
41–Starch, laundry, per pound.....	.125	.13	.15	.9	.14	.12	.15	.15	.15	.15	.15	.133	.12	.15	.135
42–Coal, anthracite, stove size, per ton of 2,000 lbs.....	10.00	h 12.00	11.00	12.00	10.50	10.00	10.50	12.50	11.00	10.50	10.00	10.53	12.50	13.50	13.00
43–Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	11.00	10.00	10.00	10.00	8.50	9.50	.....	11.00	10.50	10.00	10.55	9.50 11.75	10.50	10.57
44–Wood, hard, best, per long cord (128 cu. ft.).....	11.00	12.00	b13.50 15.00	8.50	b8.00	d	12.00	10.50	8.00	7.50–8.50	7.50–8.50	11.61	c9.50	c10.50	10.00
45–Wood, soft, best, per long cord (128 cu. ft.).....	7.00	10.00	.....	.....	b6.00	d	10.00	9.50	7.50	6.50–7.50	6.50–7.50	8.83	7.50	8.50	8.00
46–Coal oil, prime white, per gallon.....	.25	.22	.20	.18	.24	.22	.22	.25	.25	.25	25	.237	.25	.30	.275
47–Rent, house, 6 roomed, san. conveniences, per month....	12.00	15.00	17.50–25.00	15.00–22.00	15.00–18.00	22.00	10.00–13.00	22.00	20.00 25.00	15.00–25.00	15.00–25.00	18.15	25.00	18.00–20.00	22.00
48–Rent, house, 6-roomed, no san. conveniences, per mo.....	8.00	10.00	12.00–17.00	8.00–12.00	10.00–12.00	16.00	7.00–10.00	14.00	13.00 15.00	10.00–15.00	10.00–15.00	12.80	17.50	12.00–15.00	15.50

*d*Natural gas. *c*Poplar, tamarac, jackpine, etc. *f*Lignite.

CANADA, AT THE MIDDLE OF FEBRUARY, 1918.—Concluded

Saskatchewan				Alberta					British Columbia							
Regina	Prince Albert	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	New Westminst'r	Vancouver	Victoria	Nanaimo	Average	Average (all cities)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
35	30	32	32.3	35	32	32	34	33.3	35	33–38	35	35	35	35.1	32.6	1
25	25	30	26.7	30	27.5	30	30	29.4	30	30–35	30–32	30	32	31.1	29.7	2
27	25	30	27.3	27	25	32	26	27.5	28	25–30	30	28	35	29.7	27.0	3
22	25	28	25.0	22	22	22	24	22.5	25	25	22–25	22	25	24.1	23.2	4
25	25	30	26.7	30	25	.....	35	30.0	30	30–35	30	25	30	29.5	25.7	5
38	30	30	32.7	35	38	38	35	36.5	38	40	40	40	45	40.6	31.9	6
33	25	28	28.7	35	33	36	32	34.0	36	30–35	30–34	32	35	33.5	34.1	7
38	30	28	32.0	35	40	38	32–38	37.0	34	30–35	40–45	32	42	36.6	35.8	8
.....	23	25	24.0	25	33	35	.....	31.0	35	30	.....	32	20	29.3	31.6	9
55	45	45	49.3	45	45–50	44	45	45.4	47	45	45	43	50	46.0	45.6	10
27	15–25	20	22.3	15	28	25	25	23.3	25	25	25	15	15	21.0	17.9	11
1.00	.....	75	87.5	.....	15	.....	.....	15.0	.....	.....	.....	.....	.....	.....	56.5	12
35–40	30	25	30.8	15	22.5–30	35	.....	25.4	25	25	25	25	30	26.0	29.4	13
35	35	35	35.0	30	28	35	35	32.0	35	35	28	32	31	32.2	33.7	14
70	45	70	61.7	65	60	75	80	70.0	80	60	70	55	60	65.0	63.8	15
50	.....	50	50.0	50	45	55	60	52.5	.....	.....	55	45	50	50.0	49.0	16
14	12.5	14.3	13.6	14.3	12.5	12.5	12	12.8	14.3	12.5	12.5	14.3	12.5	11.2	11.9	17
45	a45	45	45.0	a45	45	50	a55	48.8	.....	50	40	50	45	46.3	47.7	18
50	50	50	50.0	50	55	55	60	55.0	55	55	55	65	55	57.0	52.8	19
35	35	35	35.0	25	30	30	35	30.0	.....	35	35	35	32	34.3	33.2	20
35	.....	.....	35.0	25	.....	30	35	30.0	30	.....	32	29	32	30.8	30.4	21
8.3	7.3	8.3	8.0	7	6.7	8	8.3	7.5	9.5	8.9	8.9	8.9	10	9.2	7.5	22
6.6	6.2	6.2	6.3	6	5.8	6	6	6.0	6.2	5.8	6.4	6	6	6.1	6.5	23
7.5	7	5.8	6.8	8	6.2	7.5	8	7.4	8.1	6	8	7	8	7.4	7.5	24
12.5	8.3	10	10.3	10	10	9	12.5	10.4	10	11	10	9	10	10.0	10.1	25
17.5	10	.....	13.8	.....	12.5	12.5	.....	12.5	.....	.....	.....	9	.....	9.0	12.2	26
15	12.5	15	14.2	15	17.5	18	17.5	17.0	17.5	17.5	18	17	15	17.0	17.8	27
25	25	25	25.0	25	23	22.5	27.5	24.5	20	20	25	20	20	21.0	24.8	28
20	20	20	20.0	20	20	17.5	20	19.4	20	17.5	20	20	20	19.5	19.8	29
20	20	20	20.0	25	23	25	25	24.5	22.5	25	28	23	20	23.7	23.2	30
20	15	15	20.7	15	12.5	16.7	20	16.1	12.5	20	14	15	15	15.3	16.9	31
15	15	15	15.0	20	30	30	30	27.5	15	15	25	15	20	18.0	20.5	32
17.5	20	15	17.5	17.5	18	17	20	18.1	15	15	15	15	15	15.0	17.2	33
10.8	11	11.1	11.0	†10.5	12.5	12.5	11.5	11.8	11.1	10	11.1	11.1	11.1	10.9	10.5	34
11.1	10	10	10.4	12.5	12.5	11.1	12	12.0	10	9.1	10	11.1	10.5	10.1	9.9	35
50–60	55	60	58.7	30	40–50	50	50–55	44.4	40	50	40	45	50	45.0	50.9	36
50–60	55	50	53.3	40	55	40	55	47.5	40	50	40	45	50	45.0	48.8	37
45–50	45	45	45.0	40	35–50	35–40	40–45	40.6	37.5	40	35	40	40	38.5	40.7	38
$2.25	$1.65	$2.25	$2.05	$2.85	$1.65	$2.10	g$2.70	$2.33	g$2.25	$1.50	$1.45	g$1.49	g$1.80	$1.70	$ 2.21	39
.15	.15	.15	.15	.20	.20	.15	.20	.188	.30	.15	.25	.15	.20	.21	.134	40
.15	.15	.15	.15	.125	.125 .15	.15	.18	1.48	.15	.10	.14	.14	.15	.136	.137	41
.....	15.00	14.75	14.88	d	.....	5.75– 7.50	.....	6.63	.....	.....	.....	.....	.....	.....	11.86	42
9.75	f7.50 11.00	8.75	9.25	d	4.75– 5.00	5.75– 7.50	6.00	5.84	3.25– 5.65	9.30	8.80	8.00– 8.50	e5.75– 6.00	7.34	9.32	43
c10.00	e6.50	.....	8.25	d	4.00	c5.00	b&c 7.00	5.33	.....	.....	.....	.....	.....	.....	10.36	44
9.00	5.50	8.00	7.50	d	4.00	4.50	b9.75	8.08	9.00	7.00	b4.50– 5.63	6.50	.....	6.89	7.91	45
.30	.30	.35	.317	.35	.30	.35	.35	.338	.40	.30	.30	.35	.30	.33	.258	46
30.00	15.00	20.00	21.67	20.00	22.00	25.00– 35.00	18.00– 20.00	22.75	20.00	15.00	20.00	12.00– 16.00	15.00– 20.00	17.30	17.95	47
10.00– 15.00	10.00	10.00	10.83	12.50	12.00	15.00– 25.00	10.00	13.63	18.00	10.00	17.00	.....	12.00– 15.00	14.63	13.25	48

†15c per lb. in $1.00 lots. *g*Calculated from price per 100 lbs. *e*Including $1.00 for delivery.

St. Hyacinthe, St. John's, Peterborough, Toronto, St. Thomas, Windsor, Owen Sound, Calgary, Fernie and Nanaimo.

Anthracite coal was higher at Quebec, Sherbrooke, St. John's, Brockville, Peterborough, Hamilton, Kitchener, Stratford, but declined at Brantford. Bituminous coal was higher at Truro, Quebec, Belleville, Peterborough, Hamilton, Guelph, Kitchener, Stratford, Chatham, Moose Jaw, and New Westminster. Hard wood advanced at Truro, Brockville, Cobalt, but declined at Stratford, and Prince Albert. Soft wood declined at Sorel, Stratford, Prince Albert, but advanced at Hull, Brockville, Hamilton, Kitchener, Cobalt, Sault Ste. Marie. Coal oil was higher at Amherst, Montreal, Orillia, Brantford, Guelph, Kitchener, Windsor, Lethbridge.

Wholesale Prices.

GRAINS AND FODDER. — Barley advanced from $1.49 to $1.71 at Winnipeg and from $1.50 to $1.69 at Toronto. Oats advanced from 89c to 95c at Winnipeg and from 89c to 98c at Toronto. Corn rose to $2.00 at Toronto. Flaxseed was up from $3.21 to $3.68. Rye rose to $2.10. Hay was $1.00 per ton higher at Montreal at $15.50-16.00 and at Toronto at $16.00-17.00

ANIMALS AND MEATS. — Cattle advanced at Winnipeg to $11.75 for the best butchers, but eased off 25c at Toronto. Best butchers were down from $12.75 to $11.75, but later advanced to $12.25. Dressed beef declined from $22.00-23.00 for hindquarters and forequarters were also easier. Veal was higher at $15.00-22.50. Live hogs rose from $17.00 to $18.25. Dressed hogs rose from 23-24c to 24-25c per pound. Bacon was steady at 40-41c, but ham was 1c higher at 31-32c. Lard rose from 29c per pound to 29½-30c. Sheep were up to $13.00-14.50. Mutton advanced from 16-18c per pound to 18-20c.

DAIRY PRODUCTS. — Butter rose from 47-47½c to 50½-51c at Montreal. Dairy butter at Toronto rose to 32-41c. Fresh eggs eased off at Montreal from 70c to 65c. Storage eggs at Toronto rose from 49-50c to 50-51c.

FISH.—Dried codfish reached the highest price on record at Halifax, reaching $11.50 per quintal, the export market being very good except for Porto Rico. There was also a good demand for fish in Canada, but there were some difficulties in the transportation of sufficient supplies.

FRUITS AND VEGETABLES. — Bananas were up to $3.50 per bunch, lemons to $6.00 per case. Oranges were also higher at $5.50 per case. Evaporated apples were easier at 23-24c per pound. Currants advanced to 29-30c per pound. Prunes were easier at 12-13½c. Potatoes were down to $1.90 at Montreal. Onions were easier at $2.25-2.50 per bag of 75 pounds. Canned corn, peas and tomatoes were slightly higher.

MISCELLANEOUS FOODS. — Oatmeal advanced to $7.00 per bag and rolled oats to $6.50. Yellow sugar was higher at $8.19 per hundred pounds. Molasses advanced to 94c per gallon. Maple sugar rose to 20-22c per pound. Pepper was higher at 36-40c. Cream of tartar was up to 80-90c per pound.

TEXTILES.—Raw cotton was easier at 31-35c per pound. Grey cottons and prints averaged higher. Machine silk thread advanced to $10.90 per pound. Jute was slightly higher and hessians were slightly lower. Oilcloth advanced.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR FEBRUARY, 1918, JANUARY, 1918, AND FEBRUARY, 1917, 1916, 1915, 1914 AND 1913

(Average price 1890–1899—100.)

	Number of commodities	INDEX NUMBERS						
		*Feb. 1918	‡Jan. 1918	*Feb. 1917	Feb. 1916	Feb. 1915	Feb. 1914	Feb. 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	420.1	405.2	287.8	184.8	235.8	141.7	145.5
Grains, Western	4	352.9	331.4	235.7	172.5	204.9	120.9	117.9
Fodder	5	210.7	208.1	198.9	177.6	186.1	161.8	149.1
All	15	332.4	319.8	243.0	179.1	210.9	142.8	139.3
II.—ANIMALS AND MEATS—								
Cattle and beef	6	324.9	321.8	265.9	201.6	210.6	225.8	181.1
Hogs and hog products	6	345.6	342.7	263.4	187.2	154.7	177.0	173.9
Sheep and mutton	3	277.5	279.6	233.3	193.9	150.0	168.1	147.7
Poultry	2	381.3	349.6	273.6	263.5	179.4	186.6	193.0
All	17	330.5	325.0	260.2	202.4	176.5	193.8	174.1
III.—DAIRY PRODUCTS	9	264.1	259.0	234.8	175.8	173.4	169.6	155.7
IV.—FISH—								
Prepared fish	6	241.6	241.6	186.4	151.8	160.6	151.7	160.5
Fresh fish	3	225.8	225.8	193.3	176.7	158.6	161.0	171.5
All	9	236.3	236.3	188.7	160.1	160.0	154.8	164.2
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	1	229.8	229.8	257.4	183.8	128.7	147.1	110.3
Fresh fruits, foreign	3	160.1	133.2	95.2	110.2	82.6	91.4	102.1
Dried fruits	4	269.5	256.1	192.7	146.1	125.2	116.8	113.2
Fresh vegetables	5	339.0	348.2	481.9	266.2	138.6	172.6	133.1
Canned vegetables	3	251.2	246.9	181.7	102.4	101.2	97.7	125.2
All	16	264.8	258.4	266.8	171.0	117.1	127.8	119.4
(b) Miscellaneous groceries—								
Breadstuffs	10	260.4	258.5	200.1	151.9	165.6	123.1	125.8
Tea, coffee, etc	4	151.6	151.6	141.6	126.5	113.8	107.7	118.2
Sugar, etc	6	244.9	227.8	185.0	151.8	136.8	106.4	108.8
Condiments	5	225.1	214.9	153.1	137.8	118.3	103.9	96.9
All	25	232.2	225.3	177.7	145.0	141.4	112.8	114.7
VI.—TEXTILES—								
Woollens	5	369.2	369.2	242.0	207.4	156.1	138.0	124.3
Cottons	4	293.6	291.7	184.0	146.0	120.6	145.1	144.0
Silks	3	131.5	130.9	115.0	106.1	84.7	94.3	86.1
Jutes	2	609.5	615.9	412.7	298.0	161.0	233.3	205.1
Flax products	4	388.4	388.4	270.2	202.7	152.9	114.7	118.4
Oilcloths	2	177.7	173.7	139.8	125.6	101.1	104.6	104.7
All	20	327.1	326.9	223.7	179.8	132.7	134.4	127.4
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow	4	264.7	277.2	320.8	230.7	213.7	194.0	174.0
Leather	4	263.3	268.1	271.5	180.0	167.1	151.4	152.3
Boots and shoes	3	232.9	232.9	221.1	166.9	158.3	155.7	146.5
All	11	255.5	261.8	274.6	194.9	187.6	168.1	158.6
VIII.—METAL AND IMPLEMENTS—								
Iron and steel	11	282.6	278.7	190.3	132.6	100.9	102.9	107.2
Other metals	12	242.2	251.0	274.4	304.2	123.7	125.9	135.4
Implements	10	214.7	199.0	165.2	122.0	107.5	106.6	105.6
All	33	250.5	241.3	213.3	191.8	113.2	112.8	117.5
IX.—FUEL AND LIGHTING—								
Fuel	6	235.8	235.3	204.6	147.9	119.4	128.9	146.6
Lighting	4	120.2	117.3	99.3	88.5	90.0	92.7	91.0
All	10	189.6	188.1	162.5	124.2	107.6	114.4	124.4
X.—BUILDING MATERIALS—								
Lumber	14	233.2	232.1	189.2	177.3	178.4	184.2	175.9
Miscellaneous materials	20	212.7	209.4	186.0	136.6	108.4	114.1	113.5
Paints, oils and glass	14	273.7	263.2	222.8	192.5	146.3	141.3	145.4
All	48	236.5	231.7	197.7	164.8	139.9	142.5	140.9
XI.—HOUSE FURNISHINGS—								
Furniture	6	207.3	207.3	177.5	143.6	146.7	147.1	139.4
Crockery and glassware	4	279.8	279.8	208.4	181.7	144.8	133.9	118.0
Table cutlery	2	150.7	150.7	132.2	126.6	78.4	72.4	72.4
Kitchen furnishings	4	222.9	223.6	155.4	129.3	123.4	124.6	120.4
All	16	222.2	222.4	174.0	147.4	137.9	128.8	120.9
XII.—DRUGS AND CHEMICALS	16	294.4	289.2	237.0	255.8	149.9	111.1	113.9
XIII.—MISCELLANEOUS—								
Raw furs	4	511.5	511.5	403.7	273.7	128.1	230.3	353.9
Liquors and tobaccos	6	207.9	202.2	164.8	143.5	140.1	138.8	134.9
Sundries	7	210.1	200.8	155.6	139.4	110.8	109.9	115.8
All	17	280.2	274.4	218.8	172.1	125.1	148.4	178.6
All commodities	262†	*263.5	*258.7	*217.3	175.9	142.5	136.6	135.8

*Preliminary figures. ‡Revised. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

Hides, leather, boots and shoes. — Hides were easier at 15c per pound. A line of sole leather was lower at 82-83c per pound.

Metals and implements.. — Boiler plates and wrought iron scrap were slightly higher. Aluminum was down 1c per pound at 36-38c per pound. Lead was higher at 9¾-10c per pound. Silver bar was lower at 85c per ounce. Spelter was down from 12c to 11c per pound. Solder bar rose to 42½c. Tin rose to 80-90c. Axes, crowbars, grindstones, horseshoes and carpenter's mallets were higher.

Fuel and lighting.—Anthracite coal rose from $8.85 to $9.00 per ton at Montreal. Coal oil rose from 15½c per gallon to 16½c.

Building materials.—In lumber there were some advances in pine and spruce. Brick rose to $16.00 per thousand and cement to $2.60 per barrel. Lime rose from 29¼c per bushel to 29½c. Iron pipe and sash cord were higher, but iron nails, iron wire and copper wire were lower. White lead, linseed oil and window glass were higher. Prepared paints, shellac and varnish were higher.

House furnishings.—Sad irons advanced slightly.

Drugs and chemicals. — Bleaching powder was up to 4c per pound.

Miscellaneous.—Malt rose to $2.00 per bushel. Newsprint paper advanced to $2.85 per hundred pounds on the recommendation of the investigating commissioner. Sulphite pulp was up to 70-75c per ton. Rubber was easier at 48-49c per pound. Laundry soap advanced ot $9.00 per case.

Prices in Other Countries

In the United Kingdom, the *Labour Gazette* of the Ministry of Labour reported that the retail prices of foods were only slightly higher at the beginning of February than a month before. Maximum prices were fixed for fish as the prices were rising on account of the scarcity of meat and bacon. Eggs were also higher in price for the same reason, whereas they usually decline in January. Tea was lower, the average being ¾d. per pound. The rise in the retail prices of food since July, 1914, is estimated at 108 per cent, but owing to changes in diet it was calculated that the average expenditure on food had increased only 51 per cent. In wholesale prices the index number of the *Economist* at the end of January showed a decrease from the figure at the end of December owing chiefly to the change in quotations made by the Food Controller. The index number of the *Statist* showed a rise due chiefly to increase in vegetable food, but animal food, minerals, textiles and sundries were also up, while sugar, coffee and tea were lower.

In the United States, wholesale prices at the beginning of February were higher than a month before owing to advances in nearly all the groups except hides and leather, and miscellaneous, where hops and tobacco were lower. At the first of March, Bradstreet's index number of wholesale prices showed a slight decrease from that at February first, two hundredths of one per cent, the first decline since August, 1916. The decrease was due to a fall in foodstuffs.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria*b* 18 foods Vienna	Germany*b* 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910...	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	82
1916...	8.79	.....	1506	1268	.....	.....	.....	167	.....	.....	100
1914											
Jan....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	91
April...	7.50	.....	1162	.....	.....	.....	96.2	113*c*	111	.....	85
July..	**7.42**	**100**	**1164**	**1070**	**100**	**100**	**94.3**	.....	**113**	**100**	**90**
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	121*c*	115	103	93
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	91
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	87
July...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	88
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	90
1916											
Jan....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	94
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	96
July...	8.45	161	1516	1276	.....	217.6	124.6	170	199*d*	142*	97
Oct....	9.30	168	1454	1289	.....	209.4	124.2	179	206*d*	152*	106
1917											
Jan....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	112
Feb....	10.46	189	1462	1346	.....	.....	145.6	187	.....	166	117
Mar...	10.70	192	1462	1346	.....	.....	151.5	191	230*d*	170	117
April...	10.77	194	1473	1357	.....	.....	154.6	192	240*d*	175	127
May...	11.82	198	1473	1367	288.3	.....	157.7	203	257*d*	175	133
June ..	11.89	202	1473	1365	311.6	.....	162.1	208	.....	175	131
July...	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	128
Aug...	11.68	202	1502	1363	273.2	.....	168.2	.....	266*d*	181	130
Sept....	11.65	206	1506	1376	.....	.....	177.0	.....	.....	187	134
Oct....	11.81	202	.....	1392	.....	.....	.....	.....	.....	192	138
Nov....	12.10	206	.....	1396	.....	.....	.....	.....	.....	.....	136
Dec....	12.24	205	.....	.....	.....	.....	.....	.....	.....	.....	.....
1918											
Jan. ..	12.42	206	.....	.....	.....	.....	.....	.....	.....	.....	.....
Feb....	12.54	208	.....	.....	.....	.....	.....	.....	.....	.....	.....

a. January-March, 1914. *b*. British Labour Gazette. *c*. January-July, 113; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

Number of Commodities.	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales.	Commonwealth	
	172	44	45	294	25*b*	96	200	22*b*		92	92
1890..	110.3	102.2	72	66	109.252	.....	91.56*a*	43.4	.....	.....	1053
1895..	95.6	87.6	62	57	94.604	6.4346	81.51	42.0	.....	.....	760
1900..	108.2	110.5	75	65	99.388	7.8889	91.41	44.2	1000*c*	.....	894
1905..	113.8	103.2	72	69	110.652	8.0987	98.31	.....	.....	.....	910
1910..	124.2	113.2	78	81	137.172	8.9881	119.17	59.3	1205	.....	1003
1916..	182.0	196.3	137	100	175.720	11.8236	148.80	74.9	1873	.....	1504
1914											
Jan...	136.5	119.0	83.5	81	142.452	8.8857	124.528	58.2	1337	.....	1085
April..	136.7	117.5	82.3	80	141.120	8.7562	119.791	57.7	1389	.....	1113
July..	134.6	116.6	82.4	80	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	80	150.245	9.2416	123.351	62.9	1303	.....	1229
1915											
Jan...	138.9	136.5	96.4	80	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	81	154.94	9.7753	125.090	67.8	1487	1362	1660*
July..	150.2	149.1	106.4	82	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	82	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan...	172.0	174.5	123.6	89	150.20	10.9613	137.666	65 6	1677	1300	1502*
April..	179.1	190.5	134.2	94	164.61	11.7550	145.690	71.3	1878	1297	1493*
July..	178.8	191.1	130.5	97	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct...	187.2	208.7	141.5	108	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan...	208.1	225.1	159 3	122	208.88	13.7277	169.562	87.4	2049	1330	1525*
Feb...	217.3	230.5	164.0	126	229.33	13.9377	176.273	90.5	2064	1330	.....
Mar..	220.6	240.9	169.0	130	239.00	14.1360	186 244	96.4	2061	1344	.....
April..	228.7	244.5	173.0	139	262.50	14.5769	190 012	109.2	2049	1361	1587*
May..	240.0	246.0	175.0	147	288.16	15.1203	208.435	118.5	2089	1371	.....
June..	242.7	256.6	181.2	150	276.53	15.4680	211.585	114.2	2078	1441	.....
July..	242.6	254.4	176.9	151	265.20	16.0680	211.950	116.4	2083	1483	.....
Aug...	245.0	257.1	175.7	151	267.59	16.3985	218.779	117.9	2128	1517	.....
Sept...	243.2	256.1	176.4	149	276.80	16.6441	215.010	119.4	.....	1519	.....
Oct....	242.6	259.1	180.6	.....	280.205	16.9117	219.679	120.1	.....	.....	.....
Nov...	247.3	262.2	182.9	.....	276.804	17.0710	220.750	119.9	.....	.....	.....
Dec...	253.5	265.7	185.1	.....	279.248	17.5966	220.172	121.4	.....	.....	.....
1918											
Jan...	258.1	262.9	186.2	.....	278.696	17.9636	222.175	118.9	.....	.....	.....
Feb ..	263.5	264.9	.....	.....	286.844	18.0776	227.020	121.9	.....	.....	.....

a July of each year. *b*. Foods. *c*. 1901-1000—. *Quarter beginning that month.

PRICES, RETAIL AND WHOLESALE, IN THE UNITED STATES, 1916

THE Bureau of Labour Statistics in the United States Department of Labour has issued its annual reports on Retail Prices and Wholesale Prices in the United States for the calendar year 1916. Quotations of prices from month to month during 1916 are given for the articles included, and index numbers for each commodity and group, back to 1907 in the case of retail prices, and back to 1890 for wholesale prices.

In the report on retail prices, quotations in 46 cities are given for 28 articles of food, 8 textiles (several lines being quoted in each case), 2 kinds of anthracite coal, bituminous coal, and gas. The price of bread per loaf and the weight of each loaf before baking are also included. The index number of food prices includes 27 articles back to 1915, 18 back to 1914, and 15 back to 1907. Index numbers of coal prices are also given.

INDEX NUMBERS OF RETAIL PRICES OF FOODS IN THE UNITED STATES

(Average Prices for 1916—100)

	1907	1910	1913	1914	1915	1916	Jan. 1914	July 1914	Jan. 1915	July 1916	July 1916	Jan. 1917	Sept. 1917
Sirloin steak	66	75	93	95	94	100	92	99	93	94	105	101	122
Round steak	62	71	91	96	94	100	93	100	93	93	106	101	121
Rib roast	71	79	93	96	94	100	93	98	94	94	104	102	122
Chuck roast	.....	.....	.....	100	95	100	98	102	95	94	104	101	127
Plate beef	.....	.....	.....	99	95	100	96	99	97	94	103	103	127
Pork chops	69	85	92	97	89	100	91	98	82	82	103	104	171
Bacon	70	89	94	96	94	100	92	95	95	95	101	103	154
Ham	69	84	92	93	89	100	90	95	90	100	110	104	139
Lard	73	94	90	89	84	100	90	88	88	100	119	122	169
Hens	74	85	90	92	88	100	90	93	86	92	102	108	128
Salmon, canned	.....	.....	.....	.....	98	100	.....	.....	98	99	99	106	137
Eggs	77	90	92	94	91	100	116	80	118	113	85	145	140
Butter	83	91	97	92	91	100	101	87	100	97	90	115	126
Cheese	.....	.....	.....	.....	90	100	.....	.....	.....	94	94	121	130
Milk	85	93	98	98	97	100	100	97	99	98	97	109	130
Bread	.....	.....	.....	86	96	100	85	85	89	95	95	108	135
Flour	71	80	74	77	93	100	73	73	84	89	86	127	166
Corn meal	78	84	89	93	96	100	92	92	95	95	96	118	241
Rice	.....	.....	.....	.....	100	100	.....	.....	.....	100	100	100	119
Potatoes	68	65	65	70	57	100	70	100	54	88	87	145	111
Onions	.....	.....	.....	.....	71	100	.....	.....	.....	83	109	141	94
Beans, navy	.....	.....	.....	.....	71	100	.....	.....	.....	83	106	132	171
Prunes	.....	.....	.....	.....	101	100	.....	.....	.....	99	100	104	122
Raisins, seeded	.....	.....	.....	.....	97	100	.....	.....	.....	98	99	109	115
Sugar	72	75	68	74	82	100	65	65	75	84	109	100	123
Coffee	.....	.....	.....	.....	100	100	.....	.....	.....	100	100	100	102
Tea	.....	.....	.....	.....	100	100	.....	.....	.....	100	100	100	112
All	72	82	88	90	89	100	91	90	91	94	97	117	134

"Prices in 1916 were more than 12 per cent higher than in 1915—a much greater increase than in any other year shown. Food prices have risen each year since 1907 except 1911 and 1915, and in 1916 were more than 39 per cent higher than in 1907. Every article reported for the period has increased in price each year almost without exception save for the years 1911 and 1915. Milk shows the smallest increase for the period, 18 per cent, while round steak shows the greatest, 61 per cent. Only two articles, potatoes and sugar, in any year dropped below the prices of 1907. In 1915, 14 of the 27 foodstuffs carried fell in price when compared with the prices in 1914. Even so, the price level in 1915 was higher than in any previous year except 1914. Prunes were cheaper in 1916 than in 1915; rice, coffee and tea remained the same in price; all the other 23 articles carried made advances in price ranging from 2 per cent for canned salmon to 75 per cent for potatoes."

In the report on wholesale prices, 342 series of quotations are given, once each month for most of the lines, but weekly for those articles which change frequently in price. For some of the commodities, such as eggs and potatoes, there are quotations in several markets. For

INDEX NUMBERS OF WHOLESALE PRICES IN THE UNITED STATES BY GROUPS.

(Average Prices for 1916—100)

Group.	No.	1907	1910	1913	1914	1915	1916	Jan. 1914	July 1914	Jan 1915	Jan. 1916	July 1916	Jan. 1917	Sept. 1917
Farm products	30	70	84	82	85	86	100	83	85	84	89	96	120	166
Foods, etc.	90	70	79	79	81	63	100	80	81	84	90	96	119	141
Cloths and clothing	65	82	79	79	78	78	100	78	79	75	87	99	127	149
Fuel and lighting	15	81	72	87	80	75	100	86	78	75	88	91	147	149
Metals and metal products	25	81	63	67	59	65	100	62	57	56	85	98	124	154
Lumber and building materials	30	96	100	99	96	93	100	97	96	93	98	98	105	133
Drugs and chemicals	10	67	72	70	72	80	100	71	71	74	98	100	101	143
House furnishing goods	6	99	94	91	94	92	100	94	94	92	95	101	116	150
Miscellaneous	21	84	96	83	81	81	100	81	80	81	89	101	114	128
All	292	76	81	81	80	81	100	81	80	80	89	97	122	149

each commodity the average price for each year back to 1890 is also given with the relative price for each year based on the average price in 1890-1899. Until 1913 the Bureau's index number was based on this decade, but since that year the general index number is based on the average prices for the current year.

"Wholesale prices in the United States, considered in the aggregate, reached new high levels in 1916. The upward trend which began in the latter part of 1915 continued without interruption through the whole of 1916, the increase being most pronounced in the closing months of the year. The Bureau's weighted index number for December stood at 118, as compared with 89 for January, an increase of nearly 33 per cent. The increase over the level of prices in December, 1914, was more than 49 per cent.

"During 1916 phenomenal advances were recorded in the prices of many commodities belonging to the groups designated as farm products, food, cloths and clothing, fuel and lighting, and metals and metal products. Farm products, which include many food articles in the raw state, increased steadily in price from January to November, with a slight decline in December. The net increase in average monthly prices during the year in this group closely paralleled those in farm products, a net increase of nearly 28 per cent being observed between the beginning and e end of the year.

"Cloths and clothing prices advanced rapidly throughout the year, the greatest increase being between November and December. In the fuel and lighting group a slight decline took place in May, but prices again advanced in the following month and continued steeply upward until the close of the year. The December average for this group was 60 per cent above that for January. Metals and metal products increased in price from January to May, but decreases occurred in the next three months. In September prices again advanced, the increase continuing through the remainder of the year and becoming most pronounced (16 per cent) between November and December.

"In the remaining groups, except the one designated as miscellaneous, prices in 1916 moved within somewhat narrower limits. Lumber and building materials were lowest in January and July and highest in December. Drugs and chemicals showed steady increases during the first five months, but reached the lowest point of the year in August and September. House-furnishing goods increased materially in price in each quarter of the year. In the group of commodities classed as miscellaneous, including such important articles as cottonseed meal and oil, lubricating oil, malt, news-print and wrapping paper, rubber, plug and smoking tobacco, whiskey, and wood pulp, prices as a whole climbed steadily upward throughout the year, except for a slight drop in February. The net increase for the year in this group was approximately 27 per cent.

"Comparing 1916 with 1915, the group of commodities showing the greatest increase in average yearly prices was that of metals and metal products, the increase in the group as a whole being nearly 54 per cent. In the other groups the increase in average yearly prices between 1915 and 1916 was: fuel and lighting, 33 per cent; cloths and clothing, 28 per cent; drugs and chemicals, 25 per cent; miscellaneous, 23 per cent; food, etc., 20 per cent; farm products, 16 per cent; house-furnishing goods, 9 per cent, and lumber and building materials, 8 per cent.

The accompanying tables show the index numbers for recent years based on prices in 1916=100. In the *Monthly Review*, issued by the Bureau of Labour Statistics, the figures are given for recent dates from time to time.

THE CANADA FOOD BOARD

THE powers and duties formerly vested in the Food Controller were transferred to a new body, The Canada Food Board, under the jurisdiction of the Minister of Agriculture, by an Order in Council of February 11, as follows:

His Excellency the Governor General in Council, on the recommendation of the Minister of Agriculture and under and by virtue of the powers in that behalf conferred on the Governor in Council by the War Measures Act, 1914, is pleased to order and it is hereby ordered:—

That a Board be created to be called The Canada Food Board;

That the said Board consist of a Director of Food Conservation, a Director of Food Production, and a Director of Agricultural Labour;

That the Board shall be under the jurisdiction of and shall report to the Governor General in Council through the Minister of Agriculture.

And it is hereby further ordered:—

1. That the Board shall generally direct the production, conservation and distribution of food stuffs in the interests of Canada and the other British Dominions as well as the Allied Nations.

2. That all the powers and duties now vested in the Food Controller be transferred to and vested in The Canada Food Board, and that all relevant Orders in Council and regulations conferring powers or imposing duties upon the Food Controller shall have force and effect as if The Canada Food Board had been named and designated therein instead of the Food Controller.

3. That for the better accomplishment of the said purposes the Board shall have power:—

(*a*) To expend any sums of money approved by the Governor General in Council for any of the purposes aforesaid.

(*b*) To co-operate with the Provincial Governments with a view to co-ordinating the activities of all local bodies for the aforesaid purposes.

(*c*) To enter into agreements for the cultivation of idle land on such terms as may appear to the Board to be advisable.

(*d*) To utilize and direct the co-operation in the work of the Board of any member of the Outside Service for the purposes of publicity and of securing information.

(*e*) To mobilize on a voluntary basis the farm labour resources of Canada.

(*f*) To make such regulations consistent herewith for carrying out their duties and for the internal economy of the Board, as the Board may deem advisable.

An Order in Council of the same date constituted the Canada Food Board as follows: Mr. Henry B. Thomson, Chairman of the Board and Director of Food Conservation; Hon. Charles A. Dunning, Director of Food Production; Mr. James D. McGregor, Director of Agricultural Labour. Mr. Thomson had been Food Controller since the resignation of Hon. W. J. Hanna, in January. Mr. Dunning is Provincial Treasurer for the Province of Saskatchewan and Mr. McGregor was the Western Representative of the Food Controller.

FURTHER REGULATIONS AFFECTING WESTERN COAL MINES

DURING the month, Mr. W. H. Armstrong, the Director of Coal Operations for the mines in South Eastern British Columbia and South Western Alberta, issued a number of orders in regard to working conditions in several of the mines. (See issues of August, 1917, p. 613; December, 1917, p. 987, and February, 1918, p. 142.) At the Jasper Park collieries and the Pocohontas and Miette mines, rates were fixed for pumpmen, motormen and blacksmiths, and a complaint having been received from men employed at these mines that the cost of living increase had not been paid to men who had left the company's employ since August 1, 1917, the company was ordered to pay the increase for the time the employees had worked. An employee of the International Coal and Coke Company at Coleman made a claim for a special rate as a boiler washer, but the Director found that as the employee had severed his connection with the company he had, under the terms of the agreement, no claim for compensation. The Director allowed a claim for blacksmith's wages to an employee who had been given a lower rate, although doing blacksmith's work. A number of employees at the same mine claimed compensation for time lost owing to the company's refusal to allow them admittance to the mine, it being stated by the company that the men were late for work. The claim was admitted only in the case of one of the employees concerned. Another order adjusted the rate for haulage and fan engineers at No. 6 mine of the Galt colliery, Lethbridge, and the rates to be paid for brushing in entries. Orders in regard to the Midland mine in the Drumheller field directed the company to hold a conference with the district union officers and to endeavour to effect a settlement of a dispute in regard to the use of black powder and the elimination of timber sets. Another order affecting the same field directed the Rosedale Coal and Clay Products Company to open their colliery and to continue operations under the conditions as to the employment of labour set forth in the tentative agreement and supplementary orders. A joint request was received from the Commissioner of the Western Coal Operators' Association and the district officers of the union for an interpretation of the clause in the tentative agreement entitled "Retirement," which reads as follows: "Where any employee has drawn his time before the regular pay day, he therefore severs his connection with the company, and any alleged grievance he may have ceases to be a question for consideration under this agreement." In the Director's opinion the phrase, "drawn his time before the regular pay day," is satisfied by the application of the employee for, and his receipt of, his time cheque before the regular pay day. Another order deals with a claim of miners at the Coal Creek mines of the Crow's Nest Pass Coal Company for yardage in certain places. The Director found that the places in question were not haulage ways, as the men contended, but different in no way from the regular roons and cross-cuts, and that there should be no further payment in respect thereof. Other orders fixed the contract mining rates and other conditions at the Federal mine, Lethbridge, and the rate for machine mining at the Canmore Coal Company's properties.

FAIR WAGES CONTRACTS, FEBRUARY, 1918

DURING February the Department of Labour received for insertion in the *Labour Gazette* information relative to three fair wage contracts. Of these contracts, two were awarded by the Department of Public Works and contained the usual fair wage clause, while the third one was awarded by the Department of Railways and Canals and contained a fair wage schedule.

DEPARTMENT OF PUBLIC WORKS. — Dredging, Hardwicke (McLean's Gully), N.B. Name of contractor, F. A. Fowlie, Chatham, N.B. Date of contract, February 6, 1918. Amount of contract, Class "B," $0.36c p.c. yd. (scow-).

DEPARTMENT OF PUBLIC WORKS. — Supply of 200 four-cap-drawer vertical filing sections, No. 14CV (S-1950), for Dominion Public Buildings, Ottawa, Ont. Name of contractor, The Steel Equipment Company, Limited, Ottawa, Ont. Date of contract, February 1, 1918. Amount of contract, $8,160.

The fair wage clause obtaining in such cases was inserted in the above contracts.

DEPARTMENT OF RAILWAYS AND CANALS.—Construction and completion of a standard No. 4 station at Valley, N.S., on the line of the Intercolonial Railway. Name of contractor, James W. Douglas, New Glasgow, N.S. Date of contract, February 11, 1918. Amount of contract, $3,725.

Class of labour.	Rate of wages not less than
Carpenters and joiners	$0.40 per hour, 9 hours per day
Concrete workers	0.30 " 9 " "
Plumbers	0.40 " 9 " "
Tinsmiths	0.40 " 9 " "
Lathers	0.35 " 9 " "
Labourers	0.25 " 9 " "
Masons	0.50 " 8 " "
Bricklayers	0.50 " 8 " "
Painters and glaziers	0.40 " 8 " "
Plasterers	0.45 " 8 " "
Stonecutters	0.50 " 8 " "
Structural iron workers	0.40 " 9 " "
Electricians	0.37½ " 9 " "

POST OFFICE DEPARTMENT.—The following is a statement of payments made in February for supplies ordered by the Post Office Department subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages and the performance of work under sanitary conditions:

Nature of orders.	Amount of orders
Supplying new mail bags and bagging	$6,613 63
Repairing mail bags	3,816 92
Supplying mail bag fittings, including new locks	1,961 30
Making and supplying articles of official uniforms	4,901 15
Supplying and repairing mail clerk's tin boxes and steel portable boxes; also repairing and erecting letter boxes	485 84
Repairing miscellaneous articles of postal stores	16 17

FATAL INDUSTRIAL ACCIDENTS DURING FEBRUARY, 1918

DURING February the Department received reports of the occurrence of 59 fatal industrial accidents, as compared with 148 in January and 48 in February, 1917. The Department is unable to secure reports of all fatal industrial accidents, but reports are received monthly from all available sources.

FATAL INDUSTRIAL ACCIDENTS DURING FEBRUARY, 1918.

Trade or Industry	Locality	Date	Cause of fatality.
AGRICULTURE—			
Farmer	Wainfleet, Ont.	Feb. 23	Fall from a ladder.
Farmer	Canboro, Ont.	" 16	Struck by falling beam.
Farmhand	Ingersoll, Ont.	" 19	Crushed by falling tree.
LUMBERING—			
Sawmill employee	Renfrew, N.S.	" 23	Fell on revolving saw.
Engineer	Nairn Centre, Ont.	" 20	Struck by falling post.
Logger	Stag Bay, B.C.	" 18	Falling tree.
Logger	Myrtle Point, B.C.	" 15	Collision of trains.
Logger	Sioux Lookout, Ont.	" 6	Struck by a tree.
Piler	Poplar Island, B.C.	" 13	Crushed by falling timber.
MINES, SMELTERS AND QUARRIES—			
Copper mine employees (5)	Eustis, Que.	" 20	Fall of rock.
Miner	Magpie Mine, Ont.	" 14	Fall of rock.
Miner	Sellwood, Ont.	" 4	Crushed between cars.
Miner	Britannia Mines, B.C.	" 3	Buried by a snow slide.
BUILDING AND CONSTRUCTION—			
Structural steel worker	Winnipeg, Man.	" 7	Fall from top of pier.
Structural steel worker	Deseronto, Ont.	" 2	Fall from trestle.
WOODWORKING TRADES—			
Sash and door factory employee	New Westminster, B.C.	" 11	Fall from a runway.
PULP AND PAPER—			
Pulp and paper mill employee	Sault Ste Marie, Ont.	" 28	Suffocated—Fell into a pulp tank.
Pulp and paper mill employee	Iroquois Falls, Ont.	" 6	Struck by a knife.
TEXTILE—			
Woollen mill employee	Preston, Ont.	" 9	Fall.
FOODS, TOBACCO AND LIQUOR—			
Cheese maker	Thurlow, Ont.	" 22	Struck by a block of ice.
Cereal mill employee	Galt, Ont.	" 14	Caught in shafting of machine.
CHEMICALS AND EXPLOSIVES—			
Chemical works employee	Trenton, Ont.	" 13	Struck by an icicle.
Explosive plant employee	Belœil, Que.	" 1	Explosion.
STEAM RAILWAY SERVICE—			
Engineer	Duncan, B.C.	" 22	Overturning of locomotive.
Fireman	Mimico, Ont.	" 27	Struck by a locomotive.
Fireman	Montrose, Ont.	" 1	Struck by a train.
Fireman	Trenton, Ont.	" 26	Asphyxiated by gas fumes.
Fireman	North Bay, Ont.	" 4	Crushed between tender and locomotive.
Brakeman	Calhouns Station, N.B.	" 22	Falling from a car.
Brakeman	Oshawa, Ont.	" 16	Run over by cars.
Brakeman	London, Ont.	" 7	Run over by cars.
Brakeman	Winnipeg, Man.	" 7	Run over by cars.
Wiper	Lucerne, B.C.	" 11	Burned in fire box of locomotive.
Sectionman	Transcona, Man.	" 12	Struck by a locomotive.
Sectionman	Drayton, Ont.	" 26	Struck by a train.
Labourer	Hamilton, Ont.	" 25	Crushed by falling coal.
Labourer	Farnham, Que.	" 4	Struck by locomotive.
Labourer	McAdam, N.B.	" 2	Struck by cars.
Labourer	Capreol, Ont.	" 2	Struck by locomotive.
Labourer	Kamloops, B.C.	" 7	Caught in coal hoisting machinery.
Labourer	Montreal, Que.	" 11	Attempting to board moving cars.
MISCELLANEOUS TRANSPORT—			
Teamster	Bannock, Sask.	" 16	Crushed by falling logs.
Teamster	Egan, Ont.	" 6	Struck by a sleigh.
Driver	Montreal, Que.	" 13	Falling from vehicle.
Expressman	Montreal, Que.	" 4	Explosion of percussion caps.
Longshoreman	Halifax, N.S.	" 3	Struck by falling timber.
Longshoremen	St. John, N.B.	" 13	Fell into hold of vessel.
PUBLIC UTILITIES—			
Hydro-commission employee	Stamford, Ont.	" 8	Collision of electric locomotives.
Light and power department employee	Winnipeg, Man.	" 19	Crushed by an elevator.
MUNICIPAL EMPLOYMENT—			
Municipal employee	Winnipeg, Man.	" 20	Crushed by an elevator.
MISCELLANEOUS—			
Labourer	Calgary, Alta.	" 22	Caught in machinery.
Warehouse employee	Charlottetown, P.E.I.	" 27	Crushed by falling elevator.
Box factory employee	Toronto, Ont.	" 21	Crushed by a hoist.
Washing machine factory employee	Toronto, Ont.	" 8	Fall from a ladder.
Glue factory employee	Echo Place, Ont.	" 25	Caught by shafting.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Action on grounds of conspiracy and wrongful dismissal taken by dismissed employee

AN employee of a railway company was dismissed and he took action against the company and also against certain employees of the company on the grounds of wrongful dismissal and conspiracy. Separate applications were made by the two sets of defendants for an order striking out the whole or certain portions of the statement of claim on the ground that they disclosed no reasonable cause of action. These applications were dismissed by the Master in Chambers at Calgary and the defendants appealed to the Supreme Court of Alberta. With regard to the company, its application was only in respect of conspiracy, being against the claim that the company had conspired with others to ruin the plaintiff's reputation, and to reduce his salary and dismiss him. It was held by the Court that an employer, whether an individual person, or a corporation, could not be charged with conspiracy with some of his, or its, employees to dismiss wrongfully another employee. It was therefore ruled that no legal cause of action for conspiracy was disclosed against the company, and the appeal of the company was allowed with costs. With regard to the individual defendants, who were alleged to have had a part in the dismissal of the plaintiff, their appeal was "for an order that the statement of claim and particulars filed pursuant to order be struck out on the ground that the statement of claim and particulars disclosed no reasonable cause of action" against them. It was contended for the defendants that their acts were the acts of the company, and accepted as such by its president, as proved by the continuance of the defendants in the service of the company. Therefore, it was claimed there was no conspiracy, but merely a termination by the company of the contract with the plaintiff. This contention was not upheld by the Court, which declared that a good cause of action was disclosed in the statement of claim, and that even if the defendants' acts were the acts of the company, a servant is always personally liable for his tort, although his master may be also. The appeal of the individual defendants was therefore dismissed with costs. (*Alberta—Patterson v. Canadian Pacific Railway et al.*)

Priority of wages claims against insolvent estate held valid

A company made an assignment for the benefit of its creditors under The Assignments Act of Alberta. Workmen's claims for wages were filed with the assignee. The Assignments Act provides that "the assignee shall pay in priority to the claims of the ordinary or general creditors the wages or salary of all persons in the employ of such person at the time of making such assignment . . . not exceeding three months' wages or salary." Two months later the company was ordered to be wound up under The Winding-Up Act, and a permanent liquidator was appointed with whom the workmen filed their claims. Their counsel asked the court that these claims be paid in priority to those of the ordinary creditors. The Winding-Up Act says: "Clerks and other persons . . . in the employment of the company . . . shall be collocated in the dividend sheet by special privilege over other creditors for any arrears of salary or wages due or unpaid, at the time of the making of the winding-up order, not exceeding the arrears which should have accrued to them during the three months next previous to the date of such order." It was contended by the liquidator that since the claims in question did not accrue during the three months previous to the date of the winding-up order, therefore the privilege or priority of the workmen was lost and their claims must rank with those of the ordinary creditors.

The opinion was expressed by the Court that the wages due were not a lien, but by virtue of Section 28 of The As-

signments Act they were given statutory priority over the claims of ordinary creditors, the workmen having a first claim on the company's assets. This right to their wages was given by statute and was not lost by the subsequent winding-up proceedings. It was a right acquired before the liquidator took over the affairs of the company, and he was bound to recognize it. It was further pointed out that if the contention of the counsel for the liquidator was correct, a company might fraudulently defeat the claims of honest workmen by causing an assignment for the benefit of creditors, allowing the proceedings to drag on for three or more months, and then bringing about winding-up proceedings. The conclusion was reached by the Court that the estate came into the hands of the liquidator subject to the statutory priority or privilege of the wage-earners, which must be recognized by him, and the claims should be paid in priority to those of the ordinary creditors. (*Alberta re Pioneer Tractor Company.*)

REVIEWS

UNITED STATES.—Industrial Experience of Trade Schools in Massachusetts. U. S. Department of Labour. Bureau of Labour Statistics. Bulletin No. 215. 275 pp.

Trade schools for girls in Massachusetts

A BULLETIN has been issued by the United States Department of Labour on the trade schools for girls in Massachusetts. It is the result of a study undertaken in September, 1914, by the Department of Research of the Women's Educational and Industrial Union of Boston. These trade schools for girls are situated in Boston, Worcester, Cambridge and Somerville. The school at Somerville, however, has been changed into a Vocational School, offering training in home making, and is therefore not included in the study.

In 1914-15, the Boston Trade School for Girls offered six courses, dressmaking, millinery, power-machine operating on cloth, power-machine operating on straw hats, catering, and design. The Worcester school trained girls in four subjects—dressmaking, millinery, power-machine operating on cloth, and trade cooking. In Cambridge, instruction was offered in dressmaking and in trade cooking. These schools have grown rapidly, without, however, detracting from the attendance of the public schools of the State. Of the 2,500 who had entered the schools up to the time when this study was made, 908 girls, or more than one-third, went into the trades. While trade training for girls is still in the experimental stage, and the body of experience is insufficient for the formation of a final opinion, the trade school experience has already shown—

1. That a completed grammar-school education is a great help in gaining access to the skilled trades.
2. That a certain degree of maturity, 16 years at least, is essential to entering these trades at present in Massachusetts.
3. That the majority of girls require a trade-school course of at least a year in order to enter and remain in their trades.

The schools have not yet succeeded in their endeavour—

1. To make a year in trade school equivalent to a year in the trade.
2. To find trades suitable for all pupils who apply for training.
3. To develop school incentives comparable to the incentive of the pay envelope in trade, leading to rapid and thorough work.

UNITED STATES.—Labour Legislation in Massachusetts, 1915, 1916 and 1917. Commonwealth of Massachusetts. Bureau of Statistics. Labour Bulletin No. 122. 162 pp.

Labour Legislation in Massachusetts

A bulletin has been issued by the Massachusetts Bureau of Statistics on Labour Legislation in Massachusetts during the years 1916. It is supplementary to Labour Bulletin No. 104, entitled "Handbook of Labour Laws in Massachusetts," which contain the labour laws in effect at the close of the legislative session of 1914.

During the last three years it is stated that no distinctively new principle in the matter of labour legislation was established in Massachusetts, the laws passed for the most part having been merely for the purpose of amending previous legislation. In 1915 the more important acts had reference to the following subjects, namely: Unemployment; liens for labour; amendments to the Workmen's Compensation Act; further regulation of licensed occupations; a revision of the public school teachers' retirement system; the extension of pensions to various employees of cities and towns; a general extension of the Civil Service law; the establishment of a department of university extension under the direction and control of the State Board of Education; and the establishment of agricultural schools in Norfolk and Hampshire counties. In 1916 the principal measures dealt with the Civil Service and provided for the reorganization of the Civil Service commission, the extension of the Civil Service laws and the abolition of the Joint Board of the State Board of Labour and Industries, and the Industrial Accident Board, and the transfer of its powers and duties to the State Board of Labour and Industries. The law relative to the weekly payment of wages was extended to include hotel employees, and changes were made in the law relating to the assignment of wages. Amending acts were passed relating to pensions, hawkers' and peddlars' licenses, employment of women and children, and workmen's compensation. During 1917 a great many acts were passed affecting public employment relating to hours of labour, wages and salaries, vocations, etc. As a war-time measure an act was passed making lawful: "The cultivation of land and the raising, harvesting, conserving and transporting of agricultural products on the Lord's Day." Provision was made for the establishment of county industrial farms and the employment thereon of prison labour. A resolution was passed accepting the Federal Act providing for the promotion of vocational and agricultural education through the co-operation of the Federal and State Governments.

Sweden.—Statens Förlikningsmäns för medling I Arbetstvister verksamhet under ar 1916. 92 pp.

Conciliation in Trade Disputes in Sweden

According to the official report under the law of Sweden with regard to trade disputes, the principle of conciliation and mediation is making progress there. The country is divided into seven districts, each of which has a separate official conciliator, who in the event of a strike or lockout either offers his services to the parties in dispute, or intervenes upon the request of one or both of the disputants. In 1916 the total number of disputes in which the conciliators took part was 102, compared with an average of 70 for the years 1907 to 1915. Negotiations, however, took place in only 72 disputes in 1916 out of the 102 cases in which the intervention of the conciliators had been attempted. These negotiations affected 1,138 employers and 33,864 workpeople. In 53 cases where negotiations took place work was suspended prior to the negotiations, and in only one case was there a suspension of work after the intervention of the conciliator. Fifty-one of the stoppages were in the nature of strikes and the other three cases were a mixture of strike and lockout. Of the 72 cases of negotiation during 1916, 64 were on the initiative of the conciliator, three on that of the employees, one on that of the workpeople, and in four cases the initiative was taken by both parties in the dispute. In 47 cases of mediation definite results were obtained, three being in favour of the employers, 14 in favour of the workmen, while 30 ended in a compromise. Of the remaining 25 cases an arrangement was made between the parties concerned in 22 cases, and in only three the dispute continued without any solution being reached. As an indication of the progress of conciliation, it is stated that action was taken by the conciliators in 24.2 per cent of the disputes in which there was a suspension of work during 1916, as against 18.8 per cent during the years 1907 to 1915.

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

In this Issue

While there was some decline in output of steel plants at the Sydneys, metal manufacturers generally were busier, due in the main to improvement in the transportation and fuel situations, and, on the whole, employment in industry was good. As to industrial disputes the month was quieter than February and also than March of last year. There were in existence at some time or another during the month 13 strikes, as compared with 14 strikes in February. Five of the new strikes and two of the old disputes were settled, leaving six unterminated strikes, involving only 313 workpeople, on the record at the end of the month. The cost of the weekly budget of staple goods was $12.65, as compared with $12.54 in the previous month and $10.70 for March, 1917. The departmental index number of wholesale prices stood at 269.2, as compared with 263.5 for the previous month and 220.6 for March, 1917. The special articles include a review of labour legislation enacted or likely to be enacted in 1918.

* * *

Proceedings under the Industrial Disputes Investigation Act

During March the Department received the report of the Board of Conciliation and Investigation appointed to inquire into a dispute between the Canadian Northern Railway and trainmen on Western lines. Four applications for Boards were received: (1) from certain employees of the Canadian Collieries, Limited, and the Wellington Railroad Company—Board appointed; (2) application affecting certain employees of the Canadian Northern Railway Company—application under consideration; (3) from firemen in the employ of the Corporation of Ottawa—action pending; (4) from motormen and conductors in the employ of the Sandwich, Windsor and Amherstburg Railway Company—Board appointed. The Board appointed to deal with the application of certain employees of the Collingwood Shipbuilding Company was completed by the appointment of a chairman.

* * *

Commission appointed to adjust wage dispute in B.C. shipyards

A difficult situation, which had arisen between the various shipbuilding companies on the Pacific Coast and their employees by reason of a difference arising out of the wages schedule, etc., seems likely to be adjusted through the efforts of a Commission which was appointed during March. Some months ago the United States Shipbuilding Labour Adjustment Board undertook an inquiry into conditions at the shipyards on the Pacific Coast of the United States where a strike had prevailed for a good many weeks. Fortunately the strike had not extended to the shipbuilding yards of the Canadian Pacific Coast, but much unrest existed among the employees. The

Imperial Munitions' Board, which controls many of the contracts in the Canadian yards, is understood to have undertaken to use its influence to secure in the Canadian yards in which its contracts were placed the adoption of the same wage schedule which might be recommended by the Wages Adjustment Board for the United States yards, and, later, when the Labour Adjustment Board made its report and recommended a certain wages schedule, this schedule was adopted also in the Canadian shipyards in question. Subsequently, however, to the adoption in the United States of the schedule recommended by the Labour Adjustment Board, the United States Board added 10 per cent to the wage rate named in the schedule and the increased wage went into effect in the United States shipyards. Employees in the Canadian shipyards urged that the 10 per cent increase should apply also in their case, but this view was not accepted by the shipbuilders of the Imperial Munitions Board. The employees were apparently prepared to press the point, if necessary, to a strike, and it was publicly announced that arrangements were made for a strike to be effective from March 1. The matter did not, however, escape the attention of the Minister of Labour, who had been in negotiation with the various disputants, and a Royal Commission was appointed charged with the duty of investigating the situation and endeavouring to bring about a working agreement. The Commission was composed of Mr. Justice Murphy, of the British Columbia Supreme Court, chairman; Mr. Gordon Kelly, of Vancouver, representing the men, and H. Tonkin, of Victoria, representing the employers. The employees undertook at once to postpone action looking to a strike and the inquiry proceeded without delay. Shortly after the end of the month word was received by the Minister indicating that the inquiry had been closed, with what appeared to be a good prospect of a satisfactory working agreement being concluded.

Second Report on Joint Standing Industrial Councils in the United Kingdom

The March issue of the British Labour Gazette contains the following summary of the second report on Joint Standing Industrial Councils, prepared by the Committee on Relations between employers and employed. A summary of the first report, the so-called Whitley report, was printed in the August, 1917, issue of the *Labour Gazette,* page 570.

The second report on Joint Standing Industrial Councils, which has been prepared by the Committee on Relations between Employers and Employed, has now been published. This report deals especially with industries in which organization on the part of employers and employed is less completely established than in the industries covered by the previous report, and with industries in which such organization is weak or nonexistent.

For convenience of consideration the committee have divided the industries of the country into three groups: Group A—consisting of industries in which organizations on the part of employers and employed is sufficiently developed to render their respective associations representative of the great majority of those engaged in the industry. Group B—comprising those industries in which, either as regards employers and employed, or both, the degree of organization, though considerable, is less marked than in Group A. Group C—consisting of industries in which organization is so imperfect, either as regards employers or employed, or both, that no associations can be said adequately to represent those engaged in the industry.

In the more highly organized industries (Group A) the committee have, in their first report, proposed a triple organization of national, district and workshop bodies. In industries where there are representative associations of employers and employed, which, however, do not possess the authority o

those in Group A industries, they now propose that the triple organization should be modified by attaching to each National Industrial Council one or at most two representatives of the Ministry of Labour to act in an advisory capacity. In industries in both Groups A and B they propose that unorganized areas or branches of an industry should be provided, on the application on the National Industrial Council and with the approval of the Ministry of Labour, with Trade Boards for such areas or branches, the Trade Boards being linked with the Industrial Council. In industries having no adequate organization of employers or employed, it is recommended that Trade Boards should be continued or established, and that these should, with the approval of the Ministry of Labour, be enabled to formulate a scheme for an Industrial Council, which might include in an advisory capacity the "appointed members" of the Trade Board.

Briefly, the proposals are that the extent of state assistance should vary inversely with the degree of organization in industries. The committee do not, however, regard Government assistance as an alternative to the organization of employers and employed. On the contrary, they regard it as a means of furthering the growth and development of such organization.

The proposals which are set forth do not require legislation except on three points, namely, to provide: (1) that the Trade Boards shall have power, in addition to determining minimum rates of wages, and hours; (2) that the Trade Boards shall have power to initiate inquiries, and make proposals to the Government Departments concerned, on matters affecting the industrial conditions of the trade, as well as on questions of general interest to the industries concerned respectively; (3) that when an Industrial Council sufficiently representative of an industry makes application, the Minister of Labour shall have power, if satisfied that the case is a suitable one, to make an Order instituting for a section of the industry a Trade Board on which the Industrial Council shall be represented, or constituting the Council a Trade Board under the Trade Boards Act.

The committee remark that their proposals must necessarily be adopted to meet the varying needs and circumstances of different industries, and do not anticipate that they will be uniformly in practice. Their recommendations are intended merely to set forth the main line of development believed to be essential to ensure better relations between employers and employed. The application of the recommendations to the several industries can, the committee assert, be safely left to those intimately concerned, with the conviction that the flexibility and adaptability of industrial organization which have been so large a factor in enabling industry to stand the enormous strain of the war will not fail the country when peace returns.

In a Prefatory Note it is stated that this report is now receiving the joint consideration of the Minister of Reconstruction and the Minister of Labour, in the light of the practical experience which has been gained in establishing Joint Industrial Councils in accordance with the proposals of their first report. A statement will shortly be published with regard to any modification of the recommendations of this second report which may be considered expedient from the administrative point of view.

* * *

Organization of the United States Employment Service

The United States employment service, organized by the Department of Labour (see February issue, page 148), is publishing a weekly bulletin called The United States Employment Service Bulletin, the first issue of which appeared on January 28, 1918. In its initial issue the announcement is made "that its primary purpose is to distribute information and promote co-ordination among the officials and employees of the Federal employment service and of the co-operating state and

municipal employment offices and state councils of defence." The following statement outlining the work and organization of the employment service is from the March issue of the Monthly Review of the United States Bureau of Labour Statistics:

The organization of the Service to meet the labour distribution problem is one of the features of the national war-labour programme, the administration of which has been delegated to Secretary Wilson and the department. It will be the task of the extended service to furnish millions of workers for the various war industries. It is estimated that by August between 3,000,000 and 4,000,000 workers will be needed in agriculture, shipbuilding, munitions making, and other essential industries. John B. Densmore, of Montana, for the past five years solicitor for the Department of Labour, has been appointed Director of the United States Employment Service by Secretary Wilson. Charles T. Clayton, of Maryland, is assistant director. The details of the operation of this national labour distribution machinery will be managed by four divisions, the chiefs of which, together with the director and assistant director, will constitute a policies board. The statistical data in connection with the employment service will be tabulated and published from time to time by the Bureau of Labour Statistics of the Department of Labour. The following are the four divisions, with the names of their respective chiefs: Division of Information, Administration and Clearance—T. V. Powderly, of Pennsylvania, chief. Woman's Division —Mrs. Hilda Muhlhauser Richards, of Ohio, chief. Division of Reserves—William E. Hall, of New York, national director of the United States Public Service Reserve and the United States Boys' Working Reserve, chief. Farm Service Division—A. L. Barkman, of Missouri, chief.

For several months the Department of Labour has been quietly working to equip the Federal employment service to handle efficiently the problem of supplying war labour. Funds appropriated specially by Congress or allotted by the President from his war-emergency fund are believed to be sufficient to conduct the service until the end of the fiscal year. The service is now covering the entire continent with a network of labour exchanges. Federal, state and municipal employment offices and the facilities of the various state councils of defence are being utilized and made co-ordinate parts of this comprehensive Federal machine. Complete centralization and unification of all efforts to supply labour are thus effected, eliminating all duplication and waste of effort, time and expenditures. There are already more than 200 such exchanges in operation, and the immediate establishment of 50 more in various parts of the country is now being arranged. With these labour exchanges as the medium for the distribution of workers and their placement in the war industries, a vast reservoir of skilled and boy workers to meet the additional demands of the essential industries is being created by the United States Public Service Reserve and the United States Boys' Working Reserve, both comprising a division of the Federal employment service. The reserves are, in effect, the service's "recruiting service." Already about 30,000 skilled workers have been enrolled in the Public Service Reserve and approximately 150,000 boys between the years of 16 and 21 in the Boys' Working Reserve. Both bodies are now placing men and boys in industrial service through the machinery of the employment service. In connection with the work of the service and its reserves, a corps of travelling examiners is being created. These examiners will cover the country and determine the fitness of applicants for shipbuilding and other war industrial work. They will have the co-operation of the enrolling officers of the Public Service Reserve throughout the country, employers, labour leaders chambers of commerce, and other business organizations and patriotic persons generally. By means of these examiners it is anticipated that few men will be

placed in positions for which they are not fitted, and there will be real conservation of the available supply of skilled workers. "Maximum service from every worker" is a cardinal principle of the reorganization of the employment service.

* * *

Labour Resettlement Committee in the United Kingdom

The Minister of Labour of the United Kingdom has established a Labour Settlement Committee to advise him on problems arising out of the demobilization of the army and navy. The committee is composed of equal numbers of representatives of employers and trade unions, and there are also representatives of women workers and of Government departments. The following outline of the Minister's view of the work of the committee, given in an address at the committee's first meeting, is taken from the March issue of the British Labour Gazette. The Minister said:

There were two sets of questions which they would have to consider, though they constituted a single problem. First, there was the re-settlement of sailors and soldiers to civil life, and, secondly, the re-settlement of those who had been engaged in war industries. As regards the former, a sub-committee of the Reconstruction Committee had examined the matter with great care, and they would be asked to consider the scheme which that committee recommended for adoption. He thought they would agree that the committee's work had been done well and that they had studied the question with great thoroughness. As regards civil workers, another committee appointed by the Reconstruction Department had been considering their case and are submitting two reports, which would shortly be laid before them. The question of the civil worker he regarded as being more difficult even than that of the soldier and sailor. Recent events, of which the committee would be aware, in connection with discharges of a certain number of munition workers, had brought this question up already in a concrete form. The position arising from these discharges, whether as regards the total numbers discharged or the prospect of finding fresh work, was not of a nature that need cause alarm, but it should be carefully watched, and he proposed to ask the committee to appoint a sub-committee whose function it would be to keep the matter under review.

Among the most important subjects for consideration by the committee would be the arrangements for providing out-of-work pay for ex-service men and others who were unemployed. In the case of pay and allowances, to be followed by a free policy of insurance against unemployment which would be valid during the succeeding year. The precise amount of the weekly rate of benefit was not yet settled, but it was proposed that it should be possible to draw benefit up to a total of 20 weeks during the year. The majority of civil war workers were already insured against unemployment, but the rate of benefit in their case was only 7s. a week, and though this was in many cases supplemented by voluntary insurance through trade unions, the amount was clearly inadequate for any prolonged period of unemployment. The best method of dealing with this difficulty and also of providing for the workpeople who were not at present covered by insurance was receiving careful consideration.

There was, further, the question of the machinery by which the schemes adopted were to be administered. The Government had decided that the work would have to be largely carried out by the employment exchanges, which were the only national organization capable of coping with the problem. We possessed a great advantage in having the organization of the employment exchanges ready to hand. He did not think, however, that the exchanges, or indeed any piece of official machinery, could carry out the task unaided. They, like the Ministry itself, would need the

constant advice and co-operation of the employers and workpeople in their districts. In order to secure this, he and his predecessor had undertaken the formation of local advisory committees consisting in the main of an equal number of employers and workpeoples' representatives who would be associated with the work of the exchanges. Some two hundred and fifty of these committees were already in working order and some of them had performed very valuable work, especially in the direction of finding employment for disabled men. Through the agency of these committees he hoped that the exchanges would be able to ascertain the demand for labour in their districts and to secure the co-operation of the local branches of the trade unions in meeting it. He was sure that in order to obtain the best results it was necessary to utilize the trade union organization to the fullest possible extent. He knew that some trade unionists did not like using the exchanges, but he also knew many others who did, and he hoped that by a free interchange of information between the exchange and the local branches of the trade unions through the latter's representatives on the local advisory committees it would be possible to deal successfully with these men. In other words, his view was that every scrap of machinery suitable for the purpose ought to be used in order to carry out the work of re-settlement as smoothly and easily as possible, and he hoped that the committee would be able to give him very useful advice as to how co-ordination could best be secured over the whole field of industry.

The Minister referred to other questions, such as the classification of the various trades of the country according to their national importance and the immediate prospects of employment which they afford; arrangements for reinstating soldiers and munition workers in the industries from which they have gone; arrangements in regard to substitutes who had been introduced in their places; arrangements necessary to enable those whose apprenticeship had been interrupted by military service to resume their instruction. It was essential that these questions should be carefully considered beforehand by joint bodies fully representative of the employers' organizations and the trade unions in every important industry.

* * *

Labour Jottings

In the February *Labour Gazette*, page 143, a copy of the proposed agreement between the Dominion Coal Company and its employees was given, together with some account of the negotiations which resulted in the drafting of the agreement. The Department has since learned that the proposed agreement has been signed by both parties and is now in effect.

In a series of three reports, the New York State Federation of Labour has come out for state administration of health insurance and has drafted a bill which is now pending in the state legislature.

Under a Danish law, dated October 27, 1917, which, however, is to be operative only until March 31, 1918, provision is made for granting increased relief to unemployed workpeople who are members of approved unemployment funds. The relief in question takes the form of (a) special out-of-work benefit in respect of unemployment amounting to at least one-third of the normal weekly working hours, and (b) grants in aid of rent.

By a Vice-Regal Decree, dated August 23, 1917, and entering into operation some time before June next, Italy has extended the principles of compulsory insurance against accidents to agricultural workers generally.

The trade union movement has under advisement a plan to establish a bureau of labour statistics, to be operated co-operatively by international trade unions in this country, for the purpose of gathering and disseminating statisti-

cal and other information of interest to organized labour. The proposal was first considered at the convention of the Ontario Labour Educational Association, held at London last May, and a comprehensive plan has been developed by the committee of the executive which has had the matter in hand.

The United States Government has obtained the co-operation of the ablest educators in the country in connection with its plans for re-education for blinded soldiers.

The United States Department of Labour announced, on March 29, that during the previous week the Department's mediators succeeded in settling 17 industrial disputes, involving some 25,000 workers, and that in only five instances was time-loss occasioned through strikes. Nearly all of these disputes occurred either in war industries or in industries indirectly connected with the war.

Insurance to the extent of about $12,000,000,000 has already been written on the lives of American soldiers, sailors and nurses by the United States Bureau of War-Risk Insurance. This amount covers more than 1,500,000 persons and the average policy is $8,085.

The United States Employment Service has announced establishment in 13 principal cities of employment offices devoted to obtaining positions for women and girls in all fields except that of teaching.

Estimates of United States Army General Staff and Department of Labour, based on British experience, indicate that six workers in munitions factories are required for every soldier maintained in the field.

INDUSTRIAL CONDITIONS DURING MARCH, 1918

I.—GENERAL REVIEW

The Labour Market

In the steel plants at the Sydneys, employment declined still further in March because of heavy snowstorms, but the metal industries were generally busier throughout the Maritime Provinces and in Quebec and Ontario, due in the main to improvement in the transportation and fuel situations. Employment was good in locomotive and car works and in railway repair shops some overtime was worked. There was some slackness among machine shop men at Montreal, but machinists, moulders and blacksmiths were in demand at many points in Ontario. Employment continued brisk in agricultural implement plants. Munition workers were in demand at Montreal, Toronto and London, and women for aeroplane work were wanted at Toronto. The high level of employment in shipbuilding was maintained, and at lake ports there was activity preparing vessels for the opening of navigation. In the foods group, sugar refineries continued slack at all points and there was also some dullness in confectionery establishments. Abattoirs and meat packing houses experienced some difficulty in securing supplies and there was consequent dullness. Brewery and distillery workers were well employed at most points in Quebec and Ontario, and employment for tobacco workers were generally brisk. Flour mills were active throughout the country, but canning and preserving establishments reported between-seasons' slackness. Textile workers were reported busier at all points except Quebec and Winnipeg; the mills were calling for hands at Fredericton, Sherbrooke, Kingston, Hamilton, Guelph, Brantford and Kitchener. Employment

was better for workers on tents and awnings. Workers in the garment trades were generally busier and women workers were in demand at shirt, collar and whitewear factories. Pulp and paper mills were working at capacity, and labour shortage was reported from some plants. Conditions in the printing trades were generally normal, some slackness being reported from cities in the prairie provinces. Despite the approach of the building season, sash, door and planing mills were quieter at many points in the east, but improvement was reported in the west. Furniture workers, however, were generally well employed. In the leather group, tanneries were busy and employment for shoe workers was much improved. Employment on clay, glass and stone products continued dull in Quebec, but some improvement was reported from Ontario and the west. In railway work, snowstorms afforded much extra employment early in the month, but there was some quietness in the prairie provinces. 'Longshoremen were active at Halifax and St. John and men were in demand; employment was also reported good from Pacific ports. Metal miners were busy in the Cobalt and Porcupine fields, but there was some quietness in mines in British Columbia, as the smelters were well supplied with ore. There was some falling off in coal production in Nova Scotia; coal miners were in demand in the Alberta and British Columbia fields. Lumbering in the east was rather quiet, logging having been completed and river-driving not having been begun; numbers of men were leaving the camps. Employment continued brisk, however, in logging camps, sawmills and shingle mills in British Columbia. There was a heavy demand for farm hands at points in Ontario. Except in a few instances, building continued dull. Employment in the building trades, as indicated by the value of building permits issued in 35 cities, increased 136.6 per cent as compared with February and decreased 13.3 per cent as compared with March, 1917. Reports from 16 cities, showing the number of civic employees temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in March, indicated an increase of about 9 per cent in the number of workers, and an increase of nearly 6 per cent in the wages paid.

Strikes

The loss of time in March on account of industrial disputes was much less than in February and was also less than in March of last year. There were in existence at some time or other during the month 13 strikes, affecting 1,008 workpeople and involving a time loss of 8,276 working days, as compared with 14 strikes, 3,266 employees and 44,152 days in February, and 16 strikes, 6,727 workpeople and 67,777 working days in March, 1917. On March 1, there were on record five strikes, affecting 313 workpeople. Eight strikes were reported as commencing during the month as compared with ten in February. Five of the new strikes and two of the old disputes carried over from February were settled, leaving the six following unterminated disputes, involving 343 workpeople, on record at the end of March: plumbers and steamfitters, St. John, N.B.; machinists at Montreal; carpet weavers at Peterborough; metal polishers at Weston, Ont.; moulders at Galt, Ont.; hotel and restaurant employees at Calgary.

Prices

In prices, foods continued upward, although there were important decreases in eggs and potatoes. In materials there were some advances, especially in building materials, but there were also some declines, notably in hides, metals and chemicals. Grain and hay were considerably higher, also cattle, hogs and meat. Eggs were lower, but storage eggs went off the market. Potatoes and apples declined considerably in some parts of the country. In wholesale prices, the departmental index number for March stood at 269.2, as compared with 263.5 for February, 220.6

for March, 1917, and 136.0 for March, 1913. The average cost per week of a family budget of staple foods in nearly 60 cities was $12.65, as compared with $12.54 for February, $10.70 for March, 1917, and $7.68 for March, 1914. In fuel, anthracite coal was slightly lower, but wood advanced.

II.—THE INDUSTRIES AND TRADES

Metals, machinery and conveyances.—Sydney reported that heavy snowstorms kept the outputs of the Dominion Steel Company lower than usual. The March production of the plant in tons was: pig iron, 25,000; ingots, 30,000; blooms, billets and slabs, 24,000; rods, 9,600; merchant bars, 4,200; wire, 1,200, and wire products, 1,100, as compared with a production in February of: pig iron and steel, 23,000; ingots, 28,000; blooms, billets and slabs, 24,000; wire rods, 1,200; wire and wire products, 1,000, and merchant bars, 5,500. At the Sydney Mines steel plant, the production of iron was 6,200 tons and of steel 9,100 tons, compared with 6,500 tons of iron and 9,750 tons of steel last month. Halifax reported boat and shipbuilding plants busy and stove and furnace foundries very active. Westville reported steel plants a little more active during the latter part of the month owing to an improvement in transportation and in fuel supply, and, at Truro, the steel plant was working two shifts. St. John reported rolling mills and shipyards active. At Moncton, employment in the Canadian Government railway shops was steady, with overtime in some departments, and foundries and machine shops were busy. Fredericton also reported machine shops and foundries well employed. At Newcastle, ship builders were steadily employed. Montreal reported a gradual betterment of conditions in the various industries using iron and steel, though there were still a number of machine shop men unemployed. A number of large orders for rolling stock promised a continuation of activity in railway shops. Quebec reported iron shipbuilding and repairing yards very busy, and metal working establishments at Sherbrooke were active. All branches of the metals group at St. Hyacinthe were busy. At Three Rivers, the Canada Iron foundry was increasing the number of its employees and shipbuilding yards were active. At Toronto, the metal industries showed continued activity, though some plants, owing to the limited supply of materials, were readjusting for the manufacture of new lines. Hamilton reported a demand for labour in car shops, in stove and furnace foundries, and in factories making electrical apparatus. Niagara Falls reported machine shopmen and blacksmiths in special demand. At Ottawa, there was a demand for machinists. Kingston reported the locomotive works very active and the shipbuilding companies well employed. The Canada Steel Company's plant at Belleville was running day and night shifts. Metal workers at Peterborough were well employed and nearly all shops reduced the working hours from ten to nine. Galt reported the various branches of the metals group busy, and, at Brantford, machine shops and agricultural implement plants were working some overtime. Kitchener reported a demand for machinists. There was a constant demand for moulders in stove and furnace foundries at Woodstock, and foundries and agricultural implement plants at London were busy. St. Thomas reported iron foundries well employed and railway shop employees busy. At Chatham, foundries and machine shops were active, but short of men; automobile and carriage factories were busy and were working nine hours per day. Windsor reported the Canadian Bridge Works

Manufacturing

taking on more men and automobile factories were very busy, with mechanics in demand. At Orillia, stove and agricultural implement plants were busy. At Fort William, the car works was adding to staff. Winnipeg reported the metal industries well employed, and, at Brandon, machine shops were busy. Iron works and the Ogden Locomotive shops were fully employed. Edmonton reported a slight increase of staff at the Edmonton Iron and Machinery Company. Shipyards and machine shops at New Westminster were fully employed. Victoria reported steady employment at iron shipyards and foundries and work in the wooden shipbuilding yards continued brisk.

Foods, liquors and tobacco.—St. John reported the sugar refinery slack, on account of the scarcity of raw sugar. Biscuit factories at Moncton were very active, and, at Fredericton, bakeries were busy, but there was some slackening in confectionery departments. Montreal reported sugar refineries were restricting deliveries to limited lots on account of the uncertainty as to raw supplies. Quebec reported abattoirs busier and tobacco factories active. At Sherbrooke, meat packing houses and confectioneries were busy and tobacco factories and breweries fairly well employed. St. Hyacinthe reported abattoirs fairly active, and biscuit factories very busy. Toronto reported the provision trades steadily employed and cigarmakers had an active month. All branches of the foods group at Hamilton were busy and the demand for cigarmakers in large factories continued. Peterborough reported flour and feed mills active. Flour mills at Brantford were running full time, but the Waddell Preserving Company was seasonally quiet. Kitchener reported flour mills and meat and sausage factories well employed; breweries had a good month, and the Seagram distillery was active. Guelph reported flour and feed mills running to capacity, cigarmakers fairly busy, and breweries quiet. Biscuit and confectionery factories at London were short of help; tobacco factories and breweries were very active. Chatham reported flour and feed mills busy, but the sugar refinery was not operating; abattoirs and meat packing houses were also quiet, owing to delays in deliveries of stock. Windsor reported the cereal plant operating again and cigar factories active, with a demand for woman help. At Winnipeg, confectioneries and vegetable canneries reported employment good. Flour mills at Regina were busy and the abattoir was fairly active, though hampered by a shortage of supplies. Flour mills at Moose Jaw and Prince Albert were operating steadily. Medicine Hat reported flour mills running day and night and confectioneries busy. At Lethbridge, flour mills and the macaroni factory were busy. Calgary reported flour mills and meat packing houses fully employed. Vancouver reported confectionery establishments and tobacco factories fully employed, and, at New Westminster, the abattoir was running at capacity; evaporating and canning plants, however, were shut down and cigar factories were working part time.

Textiles, cordage and carpets.—Amherst reported woollen mills working full time. At St. John, cotton mills were running steadily, and, at Moncton, woollen and underwear factories were very busy. At Truro, also, woollen mills were busy. Fredericton reported a demand for help in the cotton mill. Montreal reported cotton and woollen factories busy, but, at Quebec, cotton mills were reported quieter. At Sherbrooke, cotton, woollen and knitting mills were active, and, at St. Hyacinthe, there was a demand for weavers and other hands. Three Rivers reported cotton mills working day and night. At Toronto, woollen goods and knitting factories were busy; carpet factories and tent and awning factories were busy, but the twine factory was quiet. At Hamilton, there was a demand for weavers in the cotton factories, and other branches of the textiles group were active. St. Catharines reported woollen and knitting factories busy and the silk mill well employed.

Kingston reported textile mills very active and in need of woman help. At Peterborough, woollen mills were active and carpet factories were well employed in some departments. Galt reported cotton, woollen and knitting factories busy and the silk mill had a good month. Brantford reported woollen mills, knitting mills and silk mills busy, with an active demand for help. At Kitchener, knitting factories and felt factories were busy, and there was a shortage of help in the twine factory. Woman help was also in demand in cotton spinning mills and woollen and worsted mills at Guelph. Stratford reported woollen and knitting mills very busy and taking on extra help. Knitting factories at London and St. Thomas were well employed and woollen mills at Chatham were working overtime. Winnipeg reported bag factories busy, but knitting mills were dull owing to a shortage of material; tent and awning workers were well employed. Vancouver reported an increased demand for operators on sails, awnings and tents; knitting factories were fairly busy.

Clothing and laundering. — Halifax reported a shortage of woman help in ready-made clothing factories. At St. John, ready-made clothing factories were busy and laundries were very active. Moncton reported the Maritime Hat and Cap Company well employed and steam laundries very active. At Fredericton, garment workers were reported somewhat quieter. Ready-made clothing factories at Montreal, Quebec and Sherbrooke were busy. St. Hyacinthe reported shirt factories and ready-made clothing factories very active. Clothing manufacturers at Hull were fairly well employed, but there was some difficulty in securing materials. At St. John and Iberville, there was a demand for woman help in the Cluett-Peabody factory. Toronto reported hat, cap and glove factories steadily employed, and whitewear, dress and blouse firms working to capacity. Ready-made clothing factories were busy and woman help was in demand. All branches of the clothing group at Hamilton were busy, and hat, corset and suspender factories at Niagara Falls were active. At Ottawa, additional help was taken on in clothing factories, and Brockville reported hat, cap and glove factories fairly active. At Kitchener, the clothing factories were busy and there was a demand for woman help in shirt and collar factories and in glove and whitewear establishments. Stratford reported ready-made clothing factories very active. At Windsor, the Peabody Company was advertising for woman help. Winnipeg reported ready-made clothing establishments busier, and shirt, cap and glove factories steadily employed; furriers were busy and whitewear factories reported business improving. All branches of the ready-made clothing trade at Vancouver reported activity. Victoria reported shirt and overall factories steadily employed.

Pulp, paper and fibre.—St. John reported the pulp mill running steadily, and, at Newcastle, pulp and paper mills were running at full capacity, with a shortage of unskilled labour. Sherbrooke reported pulp and paper mills active. Pulp and paper companies at Three Rivers were busy, and Hull reported the E. B. Eddy Company and the Beaverboard Company well employed. Manufacturers of felt and tarred paper at Hamilton were active, and beaverboard, pulp and paper mills at St. Catharines had a good month. Port Arthur reported a demand for car unloaders and river drivers at the pulp mills. Victoria reported pulp and paper mills unable to supply the heavy demand.

Printing, publishing and paper.—Halifax reported newspaper and job printing plants busy, with some demand for plate pressmen. At St. John, printers were steadily employed, and paper box factories were brisk. Moncton and Fredericton reported printers and allied trades well employed. Montreal reported little change in employment in the printing trades, though there was some demand for men. At Quebec, newspaper and job printing establishments reported a quiet month. All branches

of the printing and publishing group at Sherbrooke and St. Hyacinthe were busy. Toronto reported the printing and publishing trades active, and paper box and bag makers were well employed. Normal conditions prevailed at Hamilton and Ottawa. At Guelph, paper box factories were active. There was a demand for job hands in printing establishments at Woodstock, and, at St. Thomas and London, printers were busy. Windsor reported newspaper and job printers quiet, but at other Ontario centres normal conditions prevailed. Winnipeg reported printers steadily employed, but bindery hands were only fairly busy. At Brandon, employment in newspaper and job offices was fair, but, at Regina, help was in demand. Medicine Hat reported newspaper and job printing quieter, but at Lethbridge, Calgary and Edmonton, employment was good. At New Westminster, printing offices were working full time, and, at Victoria, employment was good.

Woodworking and furniture.—Halifax reported sash, door and planing mills working day and night. At St. John, the planing mills, the wooden box factory and the brush and broom factory were well employed. Westville reported sash and door factories quiet. At Quebec, planing mills were quiet, but, at Sherbrooke, they were fairly busy. St. Hyacinthe and Three Rivers reported all woodworking factories active. Toronto reported woodworkers and pianomakers busy and furniture factories generally active, though operations were somewhat hampered by scarcity of materials. At Hamilton, sash and door factories were fairly busy and other branches of the woodworking and furniture group were active. St. Catharines reported fair conditions in planing mills, and, at Ottawa, sash and door factories continued active. Brockville reported sash and door factories fairly busy, and, at Kingston, all branches of the woodworking group were active. Galt reported sash and door mills well employed, but, at Brantford, these factories were quiet. Kitchener reported planing mills running full time, wooden box factories very busy and furniture factories active, with a demand for finishers, cabinet makers and machine hands. The cooperage shops at Waterloo had a good month. Guelph reported planing mills quiet, but piano and sewing machine employees busy. Planing mills at Stratford were quieter, but furniture and chair factories were working full time and there was a demand for help in the stave factory. Woodstock reported a demand for skilled labour in furniture and chair factories and in piano and organ factories. Sash, door and planing mills at Windsor were fairly busy and the piano factory was active, chiefly on repairs. Winnipeg reported an improvement in planing mills, and, at Brandon, sash and door factories were busy. Regina reported planing mills fairly active, and, at Medicine Hat, improvement was reported. Lethbridge reported planing mills very busy. New Westminster reported sash and door factories very busy and wooden box factories working full time. Victoria and Nanaimo also reported steady conditions in sash and door factories.

Leather, boots, shoes and rubber. — St. John reported employment in tanneries and shoe factories good, and, at Fredericton, shoe and larrigan factories were well employed. Montreal reported an improvement in employment in shoe factories, though normal conditions had not been restored. At Quebec, shoe factories had an active month and tanneries were busy. Sherbrooke reported shoe factories very busy. St. Hyacinthe reported that the leather industry had a fair month and shoe factories worked some overtime. At Three Rivers, however, the leather industry was somewhat quiet. Toronto reported that the shoe industry showed a decided improvement, manufacturers having received extensive orders; harness workers were active and rubber factories were busy, with labour in demand. Hamilton reported fair conditions in shoe factories. St. Catharines reported tanneries busy and rubber footwear factories well employed. Galt re-

ported shoe factories quiet, but at Brantford, the Brandon Shoe Company was well employed. Kitchener reported tanneries very busy and some shoe factories active and short of help; trunk and bag factories, the Dominion Tire Company and the rubber factories were running full time. London reported the tannery and shoe concerns busy, and, at St. Thomas, shoe workers were fairly well employed. Brandon reported tanneries and trunk and harness factories fairly busy, and, at Calgary, workers in trunk, bag and harness factories were fully employed. Vancouver reported shoe workers busy, and the tannery at New Westminster was fully employed.

Clay, glass and stone.—St. John reported cut stone and granite works quiet, and the brick, tile and sewer pipe business very dull. Quebec also reported conditions quiet, but, at Sherbrooke, there was a fair amount of activity in cut stone and granite yards. At St. Hyacinthe, marble and stone yards were well employed and lime kilns were active. At Belleville, the cement works and factory was busy. Hamilton reported activity in all branches of the clay, glass and stone group, and, at Kitchener, stone and granite cutters had a good month; brick and tile plants, however, were somewhat slack. Windsor also reported cut stone yards busy. Medicine Hat reported an improvement in brick and tile plants, and the stoneware industry was active. At Victoria, there was an improved demand for tile and for lime.

Paints, oils, chemicals, explosives.—Halifax reported the Brandram-Henderson paint and varnish works employed at capacity. Montreal reported an improvement in orders, and, at Sherbrooke, manufacturers of acids and extracts continued active. Paint mills at Three Rivers were only fairly busy. Toronto reported that paint, varnish and chemical works had a good month. Hamilton reported manufacturers of soaps and of acids and drugs active. The cyanamid plant at Niagara Falls received more electric power and operated more units. Windsor reported the paint and varnish factory fairly busy, and manufacturers of soap, extracts and drugs reported a demand for woman help. At Winnipeg, the soap factory reported normal conditions, except for some difficulty in securing material. At Regina, the oil refinery continued well employed and the soap factory was fairly busy. Medicine Hat reported fair conditions at the linseed oil works.

Transportation

Earnings of the Canadian Pacific Railway during February were $9,574,301, as compared with $9,084,276 for the same month in the previous year. Sydney reported steam railways very active, but Westville reported freight and passenger service interrupted by snowstorms during the first three weeks of the month. St. John reported that snow blockades afforded additional employment to railway workers. Moncton reported an average passenger business, but heavy freight traffic and much special work by train crews. At Fredericton, railway workers and freight handlers were busy; traffic was much impeded by heavy storms during the month. Quebec reported steam railways busy, and, at Sherbrooke, railway crews and repair shop employees were well employed. St. Hyacinthe reported railway workers very busy and much extra employment owing to heavy snowfalls. Toronto reported transportation conditions much improved by favourable weather, and many arrears in shipments were overtaken. Hamilton reported steam and electric railways and repair shops active. Niagara Falls reported that favourable weather helped to relieve freight congestion. Brantford and Kitchener also reported steam and electric railways busy, and the Grand Trunk repair shops at Stratford were steadily employed. At St. Catharines all railway men were well employed. Men for train service were in demand. Wind-

sor reported a greater volume of employment on steam railways. Winnipeg reported that owing to the discontinuance of the jitney service, about 200 men would be displaced, although the street car company will be required to place auto busses upon routes not served by cars. Brandon reported fair conditions upon railways and repair shops active, but Regina reported railways quiet. Moose Jaw reported that the limitation of passenger service released a number of crews for freight work and employment was somewhat quieter for men who had not been long in the service. Calgary reported all railwaymen fully employed. New Westminster reported railway repair shops fairly busy.

Halifax reported 'longshoremen very active and shipping companies found it difficult to secure men; there was also a shortage of coal handlers. 'Longshore work at Sydney was quiet, but, at St. John, employment for 'longshoremen and ship labourers was good. Victoria reported an improvement in coast navigation.

Mining

Copper and asbestos mining in the Sherbrooke district continued active. Cobalt mines worked at maximum capacity, the output aggregating approximately 1,500,000 ounces. During March, 38 cars were shipped, containing 2,879,423 pounds of ore, as compared with 26 cars in February, containing 2,128,376 pounds. Bullion shipments were 898,668.26 ounces, as compared with 220,117.80 ounces in February. At Porcupine, operations were more extensive. In the Kirkland Lake gold area, satisfactory progress was being made, and in the Boston Creek district a new mill, with a capacity of about 40 tons per day, was being installed. Fernie reported normal conditions in metalliferous mining. In the Nelson district, however, few mines were operating, as the smelter at Trail was unable to handle all the ore. Rossland mines were working and shipping about 5,000 tons of ore per week to Trail. At Trail, the smelter and refinery was in steady operation, but the concentrator was closed down for two weeks. Nanaimo reported the smelter at Ladysmith still shut down and quartz mines in the district were quiet.

Sydney reported that the coal output of the Dominion collieries was 272,000 tons, compared with 278,000 tons last month, heavy snowstorms being responsible for the decrease. The coal output at Sydney Mines was 42,000 tons, as compared with 44,000 tons last month, and the coke output was 9,200 tons, as compared with 9,050 tons. Westville reported improved conditions in coal mining in the district; the Acadia Coal Mining Company resumed operations, though on a somewhat limited scale, in the mines which had been temporarily shut down. Amherst reported all coal mines working steadily, and in the Minto district outputs were somewhat increased, though there was still a labour shortage. Lethbridge reported coal mining very busy, but some of the miners were leaving to go on farms. Coal mining operations were reported satisfactory at Fernie, and coke ovens were operating to capacity. Nanaimo mines were operating steadily, but were hampered by a shortage of skilled miners.

Building and Construction

Halifax reported reconstruction work progressing favourably; temporary houses were almost completed and many were occupied; building tradesmen were steadily employed and there was still a demand for good mechanics. St. John and Moncton reported building dull, but, at Fredericton, building tradesmen were well employed. Montreal reported building and construction quiet. Quebec reported building quiet, with a poor outlook for the summer. At Sherbrooke there was little activity in the erection of dwellings, but a number of industrial plants were extending their premises. St. Hyacinthe also reported building operations very quiet, but, at Three

Rivers, a fair amount of building was under way. Toronto reported that building began to show more activity towards the close of the month, and with several large undertakings in prospect, the season promised to be more active than last year; many small houses were being put up in the suburbs and dwellings were much in demand. Hamilton reported building tradesmen well employed upon alterations and extensions and in the construction of dwellings. Belleville reported that no extensive building work was planned for this season. Guelph and Peterborough reported fair prospects, but in practically all other cities building was dull, with little prospect for much improvement. Brandon reported activity in the erection of dwelling houses and fair conditions in extensions to industrial plants. At Regina, building was fairly active, but at Moose Jaw and Prince Albert building was quiet. Lethbridge reported dullness, but there was some building activity in Calgary. Fernie, Trail and New Westminster reported building quiet, but at Victoria building was fairly brisk. The value of building permits issued in 35 cities increased from $901,933 in February to $2,133,781 in March, or 136.6 per cent. As compared with March, 1917, there was a decrease of $327,381, or 13.3 per cent.

Lumbering

Newcastle reported lumbering quiet; logging operations had been finished and stream driving had not commenced. In the Fredericton district, however, lumbermen were still in the woods. Quebec reported lumber camps closed for the season and men were getting ready for river driving. Sherbrooke reported activity in lumber camps. In the Ottawa district it was reported that the cut was below that of last year and most of the large companies were finishing operations in the woods. Peterborough reported lumbering active. Lumber camps on the Algoma Central Railway were closing down and a number of men were available for other work. Prince Albert reported the lumber camps breaking up and large numbers of men were returning daily. Calgary reported a demand for men for lumber camps and sawmills. At New Westminster, all sawmills were very busy, some working double shift; shingle mills were running to capacity. Nanaimo reported logging camps active, but short of men; sawmills also continued busy, but shingle mills were somewhat quiet. Victoria reported logging and lumbering brisk, about 3,000 men being employed on the Island and lower mainland.

III.—LABOUR AND INDUSTRY IN THE PROVINCES

Nova Scotia

Halifax reported boat and shipbuilding plants busy and stove and furnace foundries active; one foundry was erecting a new building. There was a demand for woman help in ready-made clothing factories and for pressmen in printing offices. Sash, door and planing mills were working day and night, and the Brandram-Henderson paint and varnish factory was working at capacity. Longshoremen were very active and shipping agents reported difficulty in securing men. There was also a shortage of coal handlers.

Sydney reported that heavy snowstorms kept the outputs of both coal and steel lower than usual; the collieries were hampered and the movement of cars at the steel plants was retarded. The smaller works were fairly busy. Owing to heavy drift ice there was no fishing.

Westville reported steel plants more active owing to the improvement during the latter part of the month in transportation and in fuel supplies. Steam and electric transportation was seriously affected during the early part of the month by snowstorms. Coal mines were more active; the Acadia Company resumed operations, though on a some-

what limited scale, in mines which had been temporarily shut down. Lumbering continued very busy.

Amherst reported that owing to difficulty in securing material the Canada Car and Foundry Company was only fairly well employed. Woollen mills worked full time and woodworking factories had a fair month. Coal mines were operating steadily.

Truro reported metal plants working steadily and woollen mills employed full time, with the exception of a few days when they were closed for want of coal. Printers were working overtime.

New Brunswick

St. John reported activity in rolling mills and in shipyards. The sugar refinery was somewhat slack, owing to the scarcity of raw sugar. Cotton mills were operating steadily and ready-made clothing factories reported employment good. The pulp mill was busy and newspaper and job printing plants were well employed. Sash, door and planing mills and the wooden box factory were running to capacity, and brush and broom factories had a good month.

Moncton reported steady employment in the Canadian Government Railway shops, with considerable overtime in some departments. Foundries and machine shops were busy. Flour mills were quiet, but biscuit factories were active. Woollen and underwear factories and the Maritime Hat and Cap Company were operating steadily, and sash and door factories were well employed.

Newcastle reported shipbuilders steadily employed, and pulp and paper mills working to full capacity with a shortage of unskilled labour. Sash and door factories were busy, but lumbering was quiet, logging operations being finished and river driving not having commenced.

Fredericton reported machine shops and foundries well employed, and flour mills and packing houses working steadily. Sash and door factories were operating full time and shoe workers and larrigan workers were busy. Help was in demand at the cotton mill, but garment workers were quieter than during the preceding month. Railway employees were busy, heavy storms necessitating extra workers. Coal mines at Minto were increasing their output.

Quebec

Montreal reported some improvement in the various industries using steel and iron, though there were still a number unemployed who some months ago were working regularly in machine shops. Sugar refineries were restricting deliveries owing to uncertainty as to supplies of raw material. Cotton and woollen factories were busy and printing and publishing establishments were well employed. Tanneries were still quiet, but boot and shoe factories were busier.

Quebec reported iron shipbuilding and repairing very busy, and about 1,000 men were employed in the construction of wooden ships. Abattoirs were more active, and tobacco factories were busy. Cotton mills had a very busy month and the clothing trades were normally employed. Newspaper and job printing establishments and planing mills reported a quiet month. Boot and shoe factories were active and tanneries were busy. Timber camps were closed for the season and preparations for river driving were under way.

Sherbrooke reported fair conditions in iron and steel working establishments, abattoirs and meat packing houses active, and all branches of the textile group busy. Pulp and paper mills and newspaper and job printing establishments were active and planing mills were fairly well employed. Chrome iron, copper and asbestos mines were active.

At St. Hyacinthe the metal plants were active. The flour mill was well employed and the abattoirs were fairly active. The Penman Manufacturing Company worked day and night, and weavers and other classes of labour were in demand. Clothing establishments worked full time, with help in demand. The paper box factory was active. Boot and

shoe workers were active, some working overtime.

Three Rivers reported the Canada Iron foundry adding to plant and increasing the number of its employees. Shipyards were active. The Wabasso Cotton Company was working day and night and pulp and paper mills were steadily employed. All woodworking factories were busy.

At Hull, clothing manufacturers continued well employed. The E. B. Eddy Company reported an improvement in the pulp and paper mill and activity was well maintained in the match and indurated ware departments. The Beaver Board Company reported business brisk.

At St. Johns and Iberville, industrial establishments were steadily employed. The Canadian Accumulator Company was working below capacity because of difficulty in securing raw materials. The Excelsior Straw Hat Company commenced operations at Iberville. Woman labour was in demand at the Cluett-Peabody Company's factory.

At Sorel, shipyards continued active and one company was adding extensively to its plant. The mica factory, the tannery and the shirt factory were well employed.

Ontario

Toronto reported the metal industries active, but some factories reported limited supplies of material. Shipbuilders were active, with a large number of steel and wooden vessels in course of construction and many steamers undergoing repairs and alterations prior to the opening of navigation. Agricultural implement plants, automobile factories and other lines of metal manufacturing were active, though in some cases handicapped by shortage and delay in the delivery of steel. The provisions trades were steadily employed and cigarmakers had an active month. Knitting mills were steadily employed and the carpet factory was busy; the twine factory was quiet, but tent and awning firms were active. Hat, cap and glove factories were steadily employed, and whitewear, dress and blouse firms were working to capacity. Printing, bookbinding and allied lines were active and paper box and bag makers were well employed. The boot and shoe industry showed a decided improvement. Harness workers were active and rubber factories were busy, with labour much in demand.

Hamilton reported all branches of the metals and machinery group active and a demand for labour in locomotive and car plants and in stove and furnace foundries. There was also a demand for labour in plants manufacturing electrical apparatus and fixtures. The various branches of the foods group were busy and cigarmakers continued in demand in large tobacco factories. There was a demand for weavers in cotton factories and other branches of the textiles group were busy. Ready-made clothing factories were active and steam laundries and dyeing and cleaning establishments were in need of help. All branches of the printing and publishing group were busy and furniture and chair factories were active. Boot and shoe factories were fairly busy.

Niagara Falls reported metal working establishments busy and machine shop men and blacksmiths in special demand. Hat, corset and suspender factories were well employed. Planing mills were more active and the shoe parts factory required women operatives.

St. Catharines reported metal manufacturing active in all branches and flour mills and meat packing houses busy. The various branches of the textiles group continued well employed and manufacturers of beaverboard, pulp and paper were active. Tanneries and rubber footwear factories had a good month.

Ottawa reported machinists in demand at several plants and all branches of metal manufacture were active except the sheet metal industry. Woollen mills and clothing manufacturers were busy, and printers were well employed. Sash and door factories were brisk. Additional help was taken on by the Hugh

Carson Company to meet the active demand for leather horsegoods. A marked shortage of freight cars hampered lumber shipments.

Brockville reported fair conditions in the manufacture of engines and boilers and of automobiles and carriages. Manufacturers of hats, caps, gloves and fur goods were fairly active. There was some activity in the fitting up of boats for the opening of navigation.

Kingston reported the locomotive works very active and shipyards busy. At the textile mills woman help was in demand.

Belleville reported the Canada Steel Company operating day and night shifts and other branches of the metals group busy. Flour and feed mills were active, and newspaper and job printing establishments were well employed. There was a demand for help in furniture factories. The Canada Cement Company's plant was very active and the pottery was well employed.

Peterborough reported the various branches of the metals group well employed and the Canadian General Electric Company was advertising for men. Flour and feed mills continued active. Woollen mills and carpet works were active. Lumbering was busy and sawmills were making preparations for the season's cut.

Galt reported all branches of the metals group active. Cotton and woollen mills had a good month; planing mills were active. Boot and shoe factories, while busy in some departments, were quiet in others.

Brantford reported manufacturers of engines and boilers busy and carriage and wagon companies running full time. The Buck Stove and Range Company was short of skilled moulders. Farm implement plants were working overtime in some departments owing to shortage of men. Flour mills were running full time, but the Waddell Preserving Company was seasonally quiet. Woollen mills were very busy, and the Watson Knitting Company was advertising for help. The silk works and the cordage company were short of operators. Manufacturers of overalls and shirts were working full time. Planing mills were quieter.

Kitchener reported manufacturers of engines and threshers very busy and a demand for machinists at the Regal Motor Company. Foundries also reported a demand for machinists. Flour mills and sausage factories had a good month. Confectioneries were active and short of help. Breweries and distilleries were very busy. The hosiery factory was running full time and the twine factory was short of hands. The robe and clothing factory was working overtime in the tailoring department. There was a demand for women in shirt and collar factories, and in button, glove and whitewear factories. Sash, door and planing mills were running full time and wooden box factories were very busy. Finishers, cabinet makers and machine hands were in demand in furniture factories. Tanneries were very busy; some boot and shoe factories were active and short of help, while others were quiet. The Dominion Tire Company and the rubber factories were running full time. Stone and granite cutters had a good month.

Guelph reported engine plants active and moulders in demand in stove and piano-plate works. Flour and feed mills were running to capacity. Breweries were quiet, but cigarmakers were fairly busy. Cotton spinning mills and woollen and worsted mills continued active, with woman help in demand. The printing and publishing group was fairly busy and paper box factories were active. Planing mills and sash and door factories were quiet, but piano makers were busy.

Stratford reported iron foundries and machine shops steadily employed. The various branches of the foods group were busy, but the cigar factory closed down. Woollen mills and hosiery and knitting factories were very busy. Sash, door and planing mills were quieter, but furniture and chair factories were working full time and there was a demand for help in the stave factory

Woodstock reported a demand for moulders in stove and furnace foundries and for job hands in printing establishments. Furniture and chair factories reported a demand for cabinet makers, and in piano and organ factories skilled workmen were wanted.

London reported the metals group active and a demand for help in biscuit factories. Tobacco factories and breweries were very busy. Printers and employees in paper box factories were brisk. Employment was good in the Hyman tannery and in boot and shoe factories. The Grand Trunk car shops were very active.

St. Thomas reported iron foundries and railway machine shops busy. The bakeries and the St. Thomas packing company had a good month. All railway men were well employed and a greater quantity of freight was handled than in the previous month.

Chatham reported foundries and machine shops short of men, and automobile plants and wagon factories were working steadily. Flour and feed mills were active, but the sugar refinery was unable to resume operations for want of raw material. Abattoirs and packing houses, owing to difficulty in securing stock and transportation, were quieter than in the previous month. Tile and sewer pipe yards were busy.

Windsor reported that the Canadian Bridge Works was adding to staff and the Trussed Concrete Steel Company was busy. Automobile factories were very active and in need of mechanics. The cereal plant resumed business in all departments, but was hampered by a scarcity of material. Cigar factories were busy, with woman help in demand, and the Peabody Overall Company was advertising for woman help. Newspapers and job printers were quiet. Sash, door and planing mills were fairly busy, and the piano factory was active. Cut stone yards were busy and brick and tile yards reported improvement. The paint and varnish company was fairly brisk. Manufacturers of soap, perfumes and patent medicines were active, with woman help in demand. Steam railway traffic was active.

Cobalt reported the mines working at capacity. There was an increase in the amount of ore and bullion shipped. In Porcupine there was a more adequate supply of labour and more extensive operations were under way. In the Kirkland Lake gold area, work was carried on steadily, and in the Boston Creek district a new mill, with a capacity of about 40 tons per day, was being installed.

Sault Ste. Marie reported lumber camps were closing down and large numbers of men were being released.

Port Arthur reported shipbuilding active and a considerable increase in the payroll of the car works at Fort William. There was a demand at the Port Arthur pulp mill for car unloaders and river drivers.

Manitoba

Winnipeg reported rolling mills and metal working establishments well employed. Confectioneries and vegetable canneries reported business good. Bag companies slightly increased their staffs, but knitting factories reported business dull owing to a shortage of material. Tent and awning makers were busy. Ready-made clothing factories reported increased business, with a greater number of employees; in shirt factories business was normal. Glove manufacturers slightly increased their staffs and furriers were exceptionally busy. Whitewear factories reported an improvement in business and experienced help hard to secure. In the printing trades all branches were steadily employed. Sash, door and planing mills reported improvement.

At Brandon, agricultural implement plants and machine shops were busy and flour mills and breweries were active, but cigar factories were dull. Tanneries and trunk and harness factories were fairly busy.

Saskatchewan

Regina reported the flour mills running night and day. The abattoir reported business fair, but supplies limited. Newspaper and job printing establishments were active, with help in demand. Railway repair shops were fairly busy. Wages for farm help were higher, farmers offering from $55 to $70 a month for single men and from $75 to $100 a month for man and wife.

Moose Jaw reported flour mills running to capacity. A number of passenger crews were released for freight work, and as these take seniority, employment was slack for men not long in the railway service.

Prince Albert reported flour mills in regular operation, but the abattoir was only moderately busy. Printers were busy, but sash and planing mills were quiet. There was considerable hauling of ore from the Beaver Lake district for the smelter at Trail. Lumber camps were breaking up and large numbers of men were returning daily. Preparations for a busy season were being made at the sawmills.

Alberta

At Medicine Hat the rolling mills were fairly active, and an improvement in metal working establishments was reported. Flour mills were busy. Newspaper and job printing continued fair. Planing mills and brick and tile plants reported an improvement. The stoneware industry was very active.

Lethbridge reported flour mills very busy and planing mills active. Coal mining was very brisk, though some of the miners were leaving to go on their farms and others were taking up new homesteads.

Calgary reported the iron works and the Ogden locomotive shops fully employed. Flour mills were running day and night shifts and abattoirs and meat-packing houses were busy. Newspaper and job printing firms reported business good and leather workers were fully employed. Steam railway traffic was heavy. There was a decline in activity in the coal mines of the district owing to lack of orders.

Edmonton reported the Edmonton Iron and Machinery Company fairly busy, and there were some additions to staff. The Swift Canadian Packing Company also reported an increase in staff. The Great Western Garment Company reported trade good. There was a demand for compositors in newspaper printing and job printing remained fair.

British Columbia

Fernie reported increased activity in breweries, and sash and door factories were busy. Railway freight traffic was considerably reduced owing largely to the temporary suspension of operations in the lumbering industry. Metaliferous mines in the district reported satisfactory conditions and coal mining operations maintained the same level as in March of the preceding year. Coke ovens were operating to capacity.

In the Nelson district there were very few mines operating, the smelter at Trail being unable to handle all the ore. All mines in Rossland were working and shipping about 5,000 tons of ore to Trail per week. About 1,300 men were employed at the Trail smelter and refinery. The concentrator was closed down for two weeks, but was in operation at the end of the month.

New Westminster reported shipyards busy, about 575 men being employed. Machine shops were active. The abattoir was running at capacity, but evaporators and canning factories were shut down. Cigar factories were working part time, about half the normal staffs being employed. Printing offices were working full time, and sash, door and wooden box factories were well employed. Railway repair shops were busy and all sawmills were very active, some working double shift. All sawmills in the district changed from a ten to a nine-hour day with Saturday afternoons off. Shingle mills were running to capacity.

Nanaimo reported sash and door factories working steadily. Quartz mines

in the district were quiet, as smelting facilities for small shipments were inadequate. The smelter at Ladysmith remained shut down. Coal mines in the district worked steadily, but were still short of men. Logging camps were active, and sawmills were busy, but shingle mills were quiet.

Victoria reported employment in iron shipyards and foundries steady, and work at the wooden shipbuilding yards continued brisk. Owing to a shortage of skilled caulkers, one of the yards established a school to teach the trade. A large number of men were employed in assembling machinery for wooden vessels at Ogden Point. Shirt and overall factories were busy. The pulp and paper industry was active, and newspaper and job printers were busy. Sash, door and planing mills showed improvement. Coast navigation was better, owing to greater traffic to northern ports. Logging and lumbering camps continued brisk, about 3,000 men being employed on the Island and lower mainland. Since March 11, all loggers in these districts were granted the eight-hour day.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING MARCH, 1918

During the month of March the report was received of the Board of Conciliation and Investigation which had been appointed to inquire into a dispute between the Canadian Northern Railway Company and the conductors, trainmen and yardmen employed on the company's western lines.

Four applications for the establishment of Boards were received during the month. Boards were established in three cases, the remaining application being under consideration at the close of the month. One other Board, established during the preceding month, was completed by the appointment of a chairman.

Application Received

On March 7, an application for a Board to deal with a dispute was received from certain employees of the Canadian Collieries (Dunsmuir) Limited, and the Wellington Railway Company, being machinists, blacksmiths, moulders, carpenters and helpers, and outside labourers, employed at Union Bay, Vancouver Island, B.C. The number of employees directly affected was given in the application as 30. The dispute grew out of the employees' demand for a revival of the system of overtime payment which prevailed before the depression of 1914. A Board was established in this matter on March 14, the personnel of which was as follows: His Honour Judge D. M. Eberts, Victoria, chairman, appointed by the Minister in the absence of any joint recommendation from the other Board members; Mr. Thos. R. Stockett, Vancouver, company's nominee, and Mr. Jos. Naylor, Cumberland, B.C., employees' nominee.

The workmen in question had gone on strike on January 31, but had returned to work on February 4 on the understanding that the matter would be investigated by a local board. To this end the company and the employees named their representatives. The company made an offer, which was, however, refused, and a deadlock occurred. It was considered impracticable to proceed with the completion of the local Board, a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act being instead applied for by the employees concerned.

On March 18, an application was received for a Board to deal with a dispute affecting certain employees of the Canadian Northern Railway Company, being clerks, station employees, etc., members of the Canadian Brotherhood

of Railroad Employees. The application stated that the dispute grew out of a demand on the part of the employees for a schedule providing for increased wages and improved working conditions. The number affected was given as 786 directly and 1,200 indirectly. At the close of the month this application was under consideration.

On March 22, an application was received from the firemen in the employ of the Corporation of Ottawa, members of Federal Union No. 24. The number affected by the dispute was given as 85 directly and 10 indirectly. The dispute related to wages, classification and other grievances. A Board was established by the Minister on March 30, Mr. Wm. Lodge being appointed a member thereof on the employees' recommendation. At the close of the month steps were being taken looking to the completion of the Board.

On March 23, an application for a Board was received from the motormen and conductors in the employ of the Sandwich, Windsor and Amherstburg Railway Company, members of Division 616 of the Amalgamated Association of Street and Electric Railway Employees of America. The dispute was said to affect 80 employees and resulted from the latter's demand for the adoption by the company of a proposed agreement providing for increased wages and improved working conditions. Subsequently, word was received from the employees alleging that one of their number had been unjustly dismissed, and asking that this matter should be included in the Board investigation. A Board was established by the Minister on March 27. Messrs. E. G. Henderson and F. C. Kerby, both of Windsor, Ont., were appointed members on the recommendation of the company and the employees respectively. Shortly after the close of the month the Board was completed by the appointment of Mr. Malcolm G. Campbell, also of Windsor, to the chairmanship, this appointment being made on the joint recommendation of Messrs. Henderson and Kerby.

Other Proceedings under Act

In the March number of the *Labour Gazette*, reference has been made to the appointment of Capt. J. B. Foots and Mr. Fred. Bancroft, both of Toronto, as members of a Board which had been applied for by certain employees of the Collingwood Shipbuilding Company, Limited, Collingwood, Ont., members of Georgian Bay Lodge No. 343 of the International Boilermakers, Iron Shipbuilders and Helpers of America. During the month of March, Mr. H. P. Hill, Ottawa, was appointed to the chairmanship on the joint recommendation of the other Board members.

Report of Board in Dispute Between the Canadian Northern Railway Company and Conductors, Trainmen and Yardmen on Western Lines

During the month of March the Minister received the report of the Board of Conciliation and Investigation to which had been referred certain differences between the Canadian Northern Railway Company and the conductors, trainmen and yardmen employed on the company's western lines, members of the Order of Railway Conductors and the Brotherhood of Railroad Trainmen respectively. The application grew out of demands on the part of the employees for a revision of the existing schedules which would provide for increased wages and improved working conditions; also for compensation for time lost through alleged wrongful dismissals. The number affected was given as 1,300 directly and 600 indirectly. A Board was established by the Minister on December 7, the personnel of which was as follows: the Honourable Mr. Chief Justice Mathers, Winnipeg, chairman, appointed by the Minister in the absence of any

joint recommendation from the other Board members; Mr. C. E. Dafoe, Winnipeg, company's nominee, and Mr. T. J. Murray, Winnipeg, employees' nominee.

Under date of March 15 the Board presented an interim report to which was attached proposed schedules covering (1) baggagemen, flagmen and brakemen, and (2) yardmen. In these schedules the section concerning wages is left blank, this point being dealt with in the report proper. The report states that at the opening of the inquiry the company offered to introduce the eight hour day; this was accepted on behalf of the employees and the inquiry therefore proceeded on the assumption that the eight hour day would be established for all classes of employees. It was recommended that the eight hour day and the proposed rates of pay should be effective as of the first of January, 1918, and the rules from the fifteenth of March, 1918.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and a dispute between the Canadian Northern Railway Company, western lines, and its employees, being conductors, trainmen and yardmen, members of the Order of Railway Conductors, and members of the Brotherhood of Railroad Trainmen, respectively.

To the Honourable Thos. W. Crothers, K.C.,
Minister of Labour.

On the seventeenth day of December, 1917, a Board of Conciliation and Investigation was appointed to investigate the subject matter of the said dispute, consisting of the undersigned: C. E. Dafoe, of Winnipeg, nominated by the railway company; T. J. Murray, of the same place, nominated by the employees; and Chief Justice Mathers, also of Winnipeg, appointed by yourself as chairman, the other two members having failed to agree.

The Board held its first meeting on the thirtieth day of January, 1918, when the several members took the necessary oath of office and fixed the eighth day of February for proceeding with the inquiry. It was impossible to proceed at an earlier date, because the chairman of the Board was also chairman of a Board then sitting upon a dispute between the Canadian Pacific Railway Company and its conductors and trainmen, and because the Grand Lodge representatives of the employees were also engaged before the said last mentioned Board.

On the eighth day of February, the Board met as per appointment, and were attended by S. N. Berry, vice-president of the Order of Railway Conductors; A. F. Whitney, vice-president of the Brotherhood of Railroad Trainmen; H. E. Barker, general chairman of the Order of Railway Conductors; J. Irwin, secretary of the Order of Railway Conductors; A. J. Ryall, chairman of the Brotherhood of Railroad Trainmen, and F. Spooner, secretary of the Brotherhood of Railroad Trainmen, and their committees, representing the employees, and by Mr. J. R. Cameron, assistant general manager of the company, on behalf of the company. From time to time during the inquiry the company was also represented by Mr. W. A. Brown, Mr. A. Wilcox, general superintendent at Edmonton and Winnipeg, respectively; Mr. B. T. Chappell, superintendent of the Pacific division, and Mr. J. E. Nelson, superintendent at Fort William.

Upon opening of the matters involved, it was found that the locality of the dispute extended over the whole of the company's railway system from Port Arthur, Ont., to the Pacific Coast, and included that portion of the company's railway which runs through the United States.

It further appeared that the conductors are governed by one schedule of rules, the trainmen by another, and the yardmen by still another. The conductors did not ask for a revision of their schedule of rules, but requested an increase of 25 per cent over the prevailing rates of pay. The trainmen and yardmen, on the other hand, asked for a general revision of their schedules, including increases in the rates of pay amounting in the case of trainmen to 25 per cent, and in the case of yardmen to 34 per cent. They presented complete new and revised schedules embodying their demands, which new schedules were made the basis of the inquiry and were carefully considered clause by clause. Both conductors and trainmen claimed a differential equivalent to a further increase of 10 per cent upon all lines west of Tollerton (Edson), in British Columbia.

Some of the changes in the rules asked for by the trainmen would, if granted, involve still further increases in the rates of pay, the chief of these being a change in the lay-away from home condition; pay for switching at junction points; change in way freight clauses; the extension of area of terminals, and through freight rates for crews of passenger trains upon which a flanger is operated.

It further appeared that both conductors and trainmen complained specially that a conductor and brakeman on the Duluth, Winnipeg & Pacifice, a subsidiary of the company, had been wrongfully dismissed, and asked for compensation for the time so lost by them.

Meetings of the Board at which the parties were present were held on February 8, 9, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23, 25, 26,

27 and 28, and March 1, 2 and 4, and by the Board alone on March 12, 13 and 14 for the consideration and preparation of report.

The employees' presentation filed with the Department upon application for a Board did not ask for the establishment of an eight hour day, but the company, at the opening of the inquiry, offered to introduce it. The Grand Lodge representatives of the employees took the position that the eight hour day had been asked for by the men and had been granted on practically all the great railways, and that they, on behalf of the employees, would accept the company's offer to introduce it here, and it was therefore agreed that the inquiry should proceed upon the assumption that an eight hour day would be established for :ll classes of employees.

With respect to the increases in rates of pay asked, it was, at the commencement of the inquiry, agreed between the parties that, if an agreement could be arrived at with respect to all other matters in dispute, the question of increased rates of pay for conductors, trainmen and yardmen should be left to abide the result of a movement at present pending in the United States, and that the increases in rates of pay, if any, there granted, as applicable to the western territory, whether percentages or flat rates to conductors, brakemen, baggagemen or yardmen, be applied to the existing basing rates on the Canadian Northern Railway.

A consideration of the trainmen's and yardmen's schedule was then proceeded with. On the fourth of March, an agreement had been arrived at with respect to the yardmen's schedule, and with respect to all matters involved in the trainmen's schedule with the exception of the following:

1. The differential of 10 per cent west of Tollerton (Edson) claimed by both the conductors and trainmen.

2. The date when the eight hour day should become effective.

3. The date when the proposed increases, if any, granted should become effective.

4. The date when the new rules should come into effect.

5. Article 5, rule 6 of the employees' presentation.

The representation of the employees claimed that the eight hour day and the increases when granted should become effective on the first January, 1918, and that the rules should come into operation on the first March, 1918. The company, on the other hand, objected to making either the eight hour day or the increases effective before the first February, 1918, or the rules before the fifteenth of March, 1918.

Upon these five points there appeared to be a very sharp difference of opinion between the representatives of the employer and the employees, chiefly with respect to the claim for a 10 per cent differential for Mountain territory. The Board earnestly endeavoured to induce the parties to come to an amicable agreement on these remaining points. For this purpose they met the parties separately and placed themselves in the position of mediators for the purpose of bridging, if possible, the difference that existed between them, but we regret to say that our efforts were not successful.

Upon all the points with the exception of the claim for a differential, we think the parties could have been brought together, but upon this point neither party was willing to yield in any respect, and the matter was left in the hands of the Board.

By agreement recently made between the Canadian Pacific Railway Company and its conductors and trainmen, the first of January, 1918, was fixed as the date when the eight hour day and increased rates of pay, if and when granted, should become effective. We are given to understand that the same date has been fixed for the new rates when granted in the United States to become effective. We think therefore that the eight hour day and the increased rates of pay should become effective as of the first of January, 1918. Some time will be required to familiarize the company's officers with the new rules, and we think, therefore, that they should take effect as of the fifteenth of March, 1918.

The principal dispute centred around the claim for a differential of 10 per cent for the territory west of Tollerton (Edson). The representatives of the men vigorously and earnestly pressed upon the Board their claim to this differential, basing their claim upon the fact that it exists in the Mountain territory on the Canadian Pacific Railway and on other railways in the United States through their Mountain territories; upon what they claimed to be higher cost of living and worse living conditions, and greater danger for crews operating in that territory; upon the slower train movement and the greater productive efficiency of the crews as compared with like crews operating through the Mountain territory upon the Canadian Pacific Railway; and upon the fact that the company is allowed to collect higher freight and passenger rates upon that section of its line. The representatives of the company argued that the differential in force on the Canadian Pacific Railway main line was confined to freight service from Lake Louise to Revelstoke and to passenger service from Lake Louise to Kamloops, only a fraction of the distance for which the men claimed a differential here; that it was granted in that territory because the line there has a grade in excess of two per cent and pusher and helper engines are required in both services, whereas the highest grade on the Canadian Northern Railway line through said territory is .07 per cent, and no pusher or helper service is required or used. They also pointed out that no differential is granted on the Grand Trunk Pacific Railway, although the grade on part of that line is one per cent; that the engineers and firemen have recently made a settlement with this company, claiming the same rates of pay from Edmonton westward as is paid to the Canadian Pacific Railway employees

of the same class on the valley territory on that line. Our attention was also drawn to the fact that on the Great Northern and Northern Pacific Railways a differential is granted only on certain specified grades and others of 1.8 per cent or more; that from Kamloops to the Coast the Canadian Northern Railway line parallels the Canadian Pacific Railway, and that no argument could be urged for paying the Canadian Northern Railway conductors and trainmen on that portion of the line higher rates than are paid to like employees on the Canadian Pacific Railway. The crews operating in this territory reside at Kamloops and Lucerne. The latter terminal, it is said, will in a short time be changed to Jasper.

We believe that the conditions of operation between Tollerton (Edson) and the Coast on the Canadian Northern Railway are not as onerous as those prevailing on the so-called Mountain territory on the Canadian Pacific Railway. We believe that the employees are entitled, on the lines west of Tollerton (Edson) to as high rates as are paid to the same class of employees on the valley territory on the Canadian Pacific Railway; but after careful consideration, and with a due regard for all the evidence and arguments in favour of the differential and with a sincere desire to be fair to both parties, we cannot find that they have shown themselves entitled to the differential asked for.

The company's representative offered to grant the Canadian Pacific Railway valley rates from Edmonton westward, such rates not to apply to trains operating to, from and upon the Athabasca and Sangudo subdivisions. That is, that the existing rates on the Canadian Northern Railway from Edmonton westward be continued, but that in any case where the rates paid for the valley territory on the Canadian Pacific Railway to its conductors, brakemen and baggagemen are greater than those paid by the Canadian Northern Railway to its conductors, brakemen and baggagemen, operating from Edmonton westward, the Canadian Northern rate shall be increased to that paid on the Canadian Pacific.

As an agreement upon all points involved, exclusive of the claim for increased rèmuneration, has not been reached in so far as the trainmen's schedule is concerned, the condition upon which it was agreed to let the question of increased rates abide the result of the pending movement in the United States has not been fulfilled. Nevertheless, it is the desire of both parties that we should not enter upon an inquiry as to rates of pay, but should embody in our report a recommendation in consonance with the agreement referred to—a recommendation in which we have no doubt both parties will acquiesce.

Attached hereto, marked Exhibit A, is the schedule (trainmen and yardmen) in so far as the same has been agreed to by both parties. The rates of pay have been left blank and we recommend that these several blanks be in each case filled in with the existing rates of pay except that from Edmonton west, the rates in force upon the so-called valley territory on the Canadian Pacific Railway for conductors, bagbagemen and brakemen be substituted for the existing Canadian Northern rates in all cases in which the Canadian Pacific rate is greater than the Canadian Northern rate. This not to include crews operating to, from and upon the Athabasca and Sangudo subdivision. These rates to take effect as of January 1, 1918, and to be the basic rates upon which the increases for this territory shall be applied.

Several clauses included in the new schedules as presented by the men were by agreement stricken out, as the subject matter could be more appropriately covered by the exchange of a letter, and this course the parties in each case agreed to adopt. In one of such cases the parties did not reach an agreement upon all points. The men, by Article 5, Rule 71, of their presentation, sought to procure for the forward brakeman more suitable seating accommodation upon some of the engines in use by the company. The Board inspected one of the engines and found that the only seating accommodation provided for the brakeman was a narrow space on the left side scarcely wide enough to admit a full grown man between the injector pipe on the boiler and the side of the cab. The representatives of the company agreed to remedy this defect by moving forward the injector pipe and making some other changes which the men agreed would remove the grievance. Upon the question of the time within which these changes should be made the parties could not agree. Forty-five engines required to be changed, and it was obviously out of the question, in view of the paucity of motive power, to send all these engines to the shop at once. The representatives of the men finally adopted as satisfactory the suggestion of the Board that not less than 11 of the engines be altered every three months and that all of them be so altered within 12 months.

The employees requested that Article 5, Rule 6, of their presentation be stricken out out of the schedule. The company's representatives, on the other hand, desired its retention in the form presented. We recommend as fair to both parties the following modification of the rule as presented:

> "Rule 6. Trainmen tied up between terminal points and relieved of duty by cancellation of train on account of wrecks, washouts or snow blockades, will be allowed actual mileage made as per Rule 11 of this Article, and thereafter one hundred (100) miles for each successive twenty-four (24) hours on a basis of hour for hour up to eight (8) and so on to the end of the twenty-four (24) hours, then actual mileage as per Rule 11 of this Article to terminal. Time so tied up to apply to all trains at through freight rates."

The Board submits the above recommendations as a fair and equitable settlement of the

matters in difference between the parties according to the merits and substantial justice of the case.

The members of the Board desire to express their appreciation of the courtesy, candour and fairness with which the inquiry was conducted on both sides and of the mutual respect and confidence towards each other by which the parties were animated.

As all matters referred to the Board are not yet disposed of, this must be regarded as an interim report.

All of which is respectfully submitted.

Dated at Winnipeg, this fourteenth day of March, 1916.

(Sgd.) T. G. Mathers,
Chairman.
(Sgd.) C. E. Dafoe,
Member of Board.
(Sgd.) Thos. J. Murray,
Member of Board.

"A."

(Copy.)

CANADIAN NORTHERN RAILWAY COMPANY.

Western Lines.

SCHEDULE OF RATES AND RULES

For Baggagemen, Flagmen and Brakemen.

Eight hour day effective;
Increase in rates effective;
Rules effective.

ARTICLE 1.

Rates and Rules for Passenger Trainmen.

Clause A.—Rates and minimum monthly mileage.

For average monthly mileage of five thousand (5,000) miles or less, baggagemen will be paid .... per month. Brakemen will be paid .... per month. Baggagemen and brakemen making less than four thousand five hundred (4,500) miles per month will include switching and detention to make up four thousand five hundred (4,500) miles.

Clause B.—Excess mileage.

All mileage made in excess of five thousand (5,000) miles per month will be paid *pro rata*.

Clause C.—Additional crews.

When the combined extra mileage of trainmen on any regular run exceeds five thousand (5,000) miles, an additional crew will be put on.

Clause D.—Terminal payments.

Trainmen in passenger service will be paid initial terminal detention for all time required to be on duty prior to the time that train is ordered to leave, and also for all time held at terminal until train actually leaves terminal. Excepting that trainmen required to be on duty fifteen (15) minutes or less, prior to the time train is ordered for shall not be paid initial terminal detention for the first fifteen (15) minutes after the time required to report for duty.

Trainmen held at terminal points after arrival of train has been registered shall be paid for such time at overtime rates.

Trainmen on passenger trains required to accompany engines to or from shop tracks at Edmonton, Saskatoon, and on trains from the west at Kamsack, will be paid for all time consumed at overtime rates with a minimum of twenty (20) minutes in addition to other payments. Trainmen performing this service will put in his own wage ticket. At other points present practices will be continued.

Clause E.—Overtime speed basis.

When a passenger train averages less than twenty (20) miles per hour, overtime will be allowed *pro rata* on a basis of twenty (20) miles per hour. This not to include time otherwise paid for.

Clause F.—Freight or mixed trainmen running passenger trains.

Freight or mixed trainmen running passenger trains will be paid through freight rates, unless relieving passenger trainmen on their assigned runs, when they will be paid at schedule rates per mile of the corresponding man relieved. Passenger trainmen will not be used off their assigned runs if freight trainmen are available. If used, they will be paid the same rate and on the same basis as freight trainmen. Freight trainmen used as extra men on passenger trains will receive freight pay.

Clause G.—Manning passenger trains.

One baggageman and two brakemen shall be employed on all passenger trains west of Edson, and one baggageman and one brakeman on all passenger trains east of Edson, except that on trains of eight (8) cars or more east of Edson an additional brakeman shall be used.

When second brakeman is used on account of train having eight (8) cars or more, he will go through to passenger terminal, except, when train is reduced to less than eight (8) cars, he may be returned in service from meeting point on first passenger train.

When a passenger train has cars to pick up en route, which will increase its number to eight (8) or more, the second brakeman will be taken from the initial terminal or from an intermediate point to avoid violating this article.

Clause H.—Filling position of baggagemen.

When appointing baggagemen, passenger trainmen will be given preference. Passenger trainmen not to be in line for promotion to conductor. As far as practicable the services of disabled trainmen and yardmen will be utilized for baggage car service, with the approval of the general superintendent and the general chairman.

Clause I.—Promotion to passenger service.

In the event of a passenger run becoming vacant, or new runs created for baggagemen or brakemen, it will be advertised for fifteen (15) days and given to the oldest passenger trainman applying for it in order of seniority on the lines west of Port Arthur, and if no passenger trainman applies for it, to the senior suitable freight trainman applying for it, and if no freight trainman applies for it, to the senior suitable yardman applying for it. Fifteen (15) days will be given to transfer. Freight trainmen or yardmen accepting passenger service under this clause for longer than fifteen (15) days will thereafter hold no rights in freight or yard service.

A trainman making application for a bulletined passenger run will be required to take it if his seniority entitles him to same unless notice of withdrawal of application is forwarded, either by Government registered mail or commercial telegraph, to the official to whom the application was sent, on or before the date of the expiration of the bulletin, when the next senior applicant will be assigned. This is, however, not to interfere with the right of the trainman to take fifteen (15) days to transfer.

A trainman who gives up his run causing it to be advertised will not be permitted to bid it in until it has been filled and again becomes vacant, unless he is the only applicant.

Clause K.—Passenger trainmen transferring to freight service.

Any passenger trainman who has been in passenger service eighteen (18) months or more and desires to transfer to freight service will upon written application be given four (4) months rights in freight service for each year of seniority in passenger service and will lose his seniority in passenger train service, and must after transferring have at least one year's actual freight experience before being eligible for promotion to conductor. It is understood under this clause that no passenger trainman will be allowed to accumulate more than two years' freight seniority. It is further understood that a man transferring under this clause will take up his freight seniority on the district on which he was hired, except in cases where he has been in passenger service on the district where he is working for at last two years.

Clause L.—Cleaning coaches.

Trainmen will not be required to clean coaches, but it will be their duty on trains on which train porters are not employed to keep coaches in a tidy condition en route.

Clause M.—Designation of train baggageman.

Any person performing the duties of train baggageman will be classed as train baggageman and receive pay as such. This not to apply to cases where special arrangements have been made with foreign roads, and where their men run over the Canadian Northern Railway.

ARTICLE 2.

Rates and Rules for Mixed and Way Freight Trainmen.

Clause A.—Rate per mile.

Trainmen, per mile, ... cents.

Clause B.—Rate for combination run.

Trainmen assigned to runs, a portion of which are passenger and the balance mixed or freight, or both, will be paid a mileage rate for each class of train, but not less than the minimum passenger train rate.

Clause C.—Minimum monthly mileage.

Trainmen assigned to mixed trains will be paid for not less than twenty-eight hundred (2,800) miles per month. When assigned trainmen do not make this mileage, overtime and time occupied while making up and putting away their own trains may be included as mileage up to an equivalent of twenty-eight hundred (2,800) miles.

Clause D.—Run around to make up minimum.

Trainmen on mixed trains may run around chain gang trainmen to make up their mileage on their own branch lines.

Clause E.—No. trainmen on mixed trains.

Mixed trains will have at least two trainmen; one trainman may be used to handle baggage, express and mail.

Clause F.—Vacancy ten days or more.

Mixed and way freight trainmen on leave of absence for ten (10) days or more will be relieved by the senior freight trainman applying for it on the promotion territory.

Clause G.—Housing way freight.

Trainmen will not be required to put freight in warehouses or sheds, except in cases of stress of weather or when the freight is perishable, or any exceptionally heavy piece. At all points where there are no agents and shelter is provided freight will be housed.

Clause H.—Assistance on heavy way freights.

All trains handling way freight will have at least two trainmen and on runs where the work is unduly heavy, it will be lightened by using a smaller engine or an additional trainman.

ARTICLE 3.

Rates and Rules for Through Freight Trains.

Clause A.—Rate per mile.

Trainmen, per mile .... cents.

Clause B.—Rate, light engine and caboose.

Clause B.—Trainmen with light engine and caboose will be paid through freight rates.

Clause C.—Snow plow on flanger trains.—Plowing and flanging side tracks.

Trainmen on snow plow and flanger trains will be paid through freight rates.

Where a plow or flanger is working on way freight trains, way freight rates will apply.

Under no circumstances will trainmen be required to ride in snow plow or flanger. When sending out a snow plow or flanger, a caboose or other suitable car will be provided for the accommodation of the trainmen, and two trainmen will be used, and accommodation when practicable, other than the caboose, will be provided for labourers.

Plowing or flanging side tracks will be paid for at the rate of twelve and one-half (12½) miles per hour in addition to pay for trip. Time so occupied will be deducted in computing overtime to avoid duplicate payment.

Clause D.—Performing work train service en route.

Trainmen will not be paid for performing work train service en route unless time so occupied aggregates one (1) hour, in which case they will be paid at work train rates for the whole time so occupied. Such time not to be included in counting overtime.

Clause E.—Minimum monthly mileage.

Trainmen employed on through and way freight trains regularly set up will be paid a minimum of three thousand (3,000) miles and twenty-eight hundred (2,800) miles respectively a month. Detention, switching and overtime may be used to make up these guarantees. Trainmen working only part of a month will be allowed not less than one hundred (100) miles for each day regularly set up.

This rule does not mean that three thousand (3,000) and twenty-eight hundred (2,800) miles a month is the maximum mileage that trainmen will be permitted to make.

Clause F.—First in first out.

Trainmen in chain gang regularly set up will be run first in first out of terminal points on their respective sections. All such trainmen ready for duty so run around will be paid one hundred (100) miles for each run around, retaining their original standing on train board. It will be understood that the first crew called out in unassigned service will take the engine first turned out in unassigned service.

Clause G.—Manning through freight trains.

Through freight trains will have at least two trainmen, but may be split when required to run sections of a passenger train.

On Pacific district west of Lucerne trains of sixty (60) cars or more will have three (3) trainmen.

Clause H.—Reduction of crews.

When it is necessary to reduce the number of trainmen regularly set up, it will be done in the order of seniority, commencing with the junior man, even though he may be on a run acquired by bulletin.

ARTICLE 4.

Rates and Rules for Work Trains, Construction, Helper, Pusher and Pile Driver Service.

Clause A.—Rate per mile and basic rate.

Trainmen, per mile, ... cents, eight hours or less, one hundred (100) miles or less, to constitute a day's work, overtime *pro rata*.

Clause B.—Manning work trains.

Work trains will have at least two (2) trainmen.

Clause C.—Work trains running forty miles or more, to or from work.

When work trains run forty (40) miles or more to or from loading or unloading point, they will be paid time or mileage, whichever amounts to the most, in addition to actual time loading or unloading.

In any case, where trainmen make more actual mileage than hours in any one day, they will be paid on a mileage basis.

Clause D.—Work train assignment.

Trainmen assigned to work train service and held in that service will be paid on the basis of twelve and one-half (12½) miles per hour, computed from the time they come on duty until tied up, and will be paid for not less than one hundred (100) miles or eight (8) consecutive hours at work train rates for every working day so held, not including overtime lapping over from previous day.

Clause E.—Payment for service on wreck trains.

Trainmen on wrecking train will be allowed actual mileage to and from wrecks, work train rates while working at same, and will be paid for not less than one (1) day's pay for such combined service.

Clause F.—Week-end leave.

Trainmen assigned to work train service will not be considered absent from duty from the time work is through Saturday night until usual starting hour Monday morning, unless notified in writing before they are tied up on Saturday night that they will be required. If so notified and not used they will be paid for five (5) hours at work train rates. Trainmen will be allowed to go home for Sunday if the train service will permit and it will not interfere with work train service. Work trainmen may have the option of refusing to do through freight service between Saturday night and Monday morning.

Clause G.—Assigning men to work trains.—Used in service other than work train.

Unless senior trainmen desire otherwise, junior trainmen will be assigned to work trains. When trainmen are required to go out on work trains they will be given sufficient time before leaving home to prepare for such service, twenty-four (24) hours being considered sufficient.

Trainmen assigned to work train service will not be transferred or used in other service during a continuance of the assignment by a temporary suspension of the assignment for less than three (3) days, excepting that when a congestion of traffic occurs, which the unassigned trainmen on the territory are unable to handle, work train trainmen may be used for that purpose.

ARTICLE 5.

Rates and Conditions for Trainmen to Apply to all Classes of Service Unless Otherwise Specified in this Schedule.

Rule 1.

Rule 2.—Full crew.

When trainmen are called out, full crew governed by this schedule will be used.

Rule 3.—*Pro rata* allowance guarantee.

Trainmen who work only a portion of a month on any assigned run will be paid their full proportion of the compensation provided for such run under this schedule.

Rule 4.—Overtime speed basis, other than passenger trains.

When any train other than a passenger train averages less than twelve and one-half (12½) miles per hour, overtime will be paid at schedule rates on a basis of twelve and one-half (12½) miles per hour. Time to be computed from the time of departure of train until arrival at destination. In computing overtime, all mileage paid for, including doubling, will be allowed in the mileage, and unless otherwise provided herein, the time will not include time otherwise paid for.

Rule 5.—Trainmen held at other than home terminal. —Trainmen tied up between terminals.

Rule 5.—Trainmen in pool freight and in unassigned service held at other than home terminal will be paid continuous time for all time so held after the expiration of eighteen (18) hours from the time relieved from previous duty, at the rate per hour paid them for the last service performed. If held sixteen (16) hours after the expiration of the first twenty-six (26) hour period, they will be paid continuous time for the next succeeding eight (8) hours, or until the end of the twenty-four (24) hour period, and similarly for each twenty-four (24) hour period thereafter. Should a trainman be called for duty after pay begins, time shall be computed continuously. For the purpose of applying this rule the railroad company will designate a home terminal for each crew in pool freight and in unassigned service.

Rule 7.—Deadheading.

Trainmen deadheading or travelling passenger will be paid at the same rates and mileage as earned by the corresponding trainmen working the train on which they travel except a trainman deadheading to take a preference run or promotion to which he is entitled by change of time table or permanent vacancy, or when returning from same on account of being displaced by reduction of crews, or when deadheading to or returning from a point for relief work which he took at his own request, will not be entitled to the deadhead mileage going or returning.

The trainmen first out will deadhead, and will stand first out of these trainmen at the other terminal. Trainmen will not be required to abandon caboose except to run passenger or official trains, or unless it is the intention to return them deadhead on passenger, when the caboose would be an encumbrance, in which case trainmen will be advised number, date of, and departure of train they will be returned on before they are obliged to give up caboose. On any passenger train, other than a first class passenger train, caboose will be attached. This not to be construed as to force trainmen to give up caboose in order to deadhead them on passenger.

Rule 8.—Handling express in addition to baggage.

Train baggagemen and mixed and way freight brakemen handling express in addition to baggage will be paid seventeen dollars and fifty cents $17.50) a month, except milk train between Vancouver and Hope, the rate will be twenty-two dollars and fifty cents ($22.50), in addition to other compensation.

Men who work only part of a month will receive their due proportion of this amount.

Rule 9.—Payment for overtime handling express.

Train baggagemen and mixed and way freight brakemen handling express, who are required to be on duty more than fifteen (15) minutes at beginning or end of trips, will be paid for all time held, handling express, at overtime rates. Terminal time paid for under any other rule will be deducted to avoid duplicate payment.

Rule 10.—Handling Government mail.

Train baggagemen and mixed and way freight brakemen who receive help to load or unload, handle for the purpose of checking, transfer or delivery, between or at terminals, any sacks of His Majesty's mail on runs which regularly handle same, will be paid the sum of ten dollars ($10.00) per month therefor.

When a trainman on such a run works only part of a month, he will receive his due proportion of this amount, and the man or men relieving him will also receive their due proportion of same.

Trainmen who are only intermittently required to handle mail as described above, by reason of their being assigned to trains in pool or other service, some of which do not regularly carry mail, will be compensated therefor on the basis of fifty cents (50c) per trip, with a maximum of ten dollars ($10.00) per month. On short turn around runs a round trip will be considered a trip within the meaning of this clause.

Rule 11.—Basic day, freight and mixed service.

One hundred (100) miles or less, eight (8) hours or less, to constitute a day, in through and irregular freight, local freight, and mixed train service.

Rule 12.—Loading or unloading way freight or switching en route.

Trainmen required to load or unload way freight, or switch en route, will be paid overtime at way freight rates for time so occupied, but not in excess of way freight rates for the full trip, such time to be deducted in computing overtime. Trainmen will be paid way freight rates over the full trip if they load or unload way freight or switch at three (3) or more points, or a combination of three (3) of both. This is not considered to apply to through trains setting out or picking up cars belonging to their trains, unless a switch has to be made to spot cars which are set out; that is, cars set out of a train will be placed for loading or unloading, and this will not constitute switching unless the placing of same will necessitate the removal of car or cars from the track to which cars set out are destined. When picking up, any cars which are placed for loading must be respotted. The handling of water cars for other than train purposes will be by way freight trains; if by through freight trains, way freight rates will be paid provided water is distributed at three (3) or more points.

EXAMPLES UNDER RULE 12.

Example 1.
Leave A, 10K.
Switch or handle way freight at C., 11.15K. to 11.45K., and at E. 12.30K. to 12.45K.
Arrive G., 18K. (Distance, 102 miles.)
Allowed: 102 miles through freight rates.
9¾ miles way freight rates.

Total 111¾ miles.

Example 2.
Leave A., 10K.
Switch or handle way freight at E., 11.30K. to 12.30K.
Arrive G., 19K. (Distance, 102 miles.)
Allowed: 102 miles at through freight rates.
12½ miles at way freight rates.

Total 114½ miles.

Example 3.
Leave A., 10K.
Switch or handle way freight at E., 11.30K. to 12.30K.
Arrive G., 20K. (Distance, 102 miles.)
Allowed: 102 miles at through freight rates.
12½ miles overtime at through freight rates.
12½ miles overtime at way freight rates.

Total: 127 miles.

Example 4.
Leave A., 10K.
Switch, load or unload way freight at E., 11.30 to 14.30K.
Arrive G., 18K.
Allowed: 102 miles at way freight rates.

Example 5.
Crew makes trip over sub-division A. to G.
Loads or unloads way freight at B.
Performs station switching at C.
Picks up cars necessitating a switch at D.
Allowed: way freight rates for full trip.

Rule 13.—Handling way freight at terminals.

Trainmen required to load or unload way freight at terminal points will be paid at way freight rates for the time so occupied.

Rule 14.—Switching or delayed at terminal or turn around points.—Switching at C.N.R. junction points.

Clause (a).—Trainmen switching or delayed at terminal or turn around points will be paid for actual time so occupied at through freight rates. Excepting that trainmen required to perform yardmen's work in any one yard in excess of five (5) hours in any one day will be paid at yardmen's rates per hour for the actual time occupied. This time will be in addition to mileage or hours made on the trip.

Agents or yardmasters will issue tickets specifying time in this service, same to be forwarded to timekeeper with trip ticket.

Clause (b).—Through freight rates on the basis of twelve and one-half (12½) miles per hour will be paid trainmen in through freight service for all time occupied in switching at Canadian Northern Railway junction points and this time will be paid in addition to pay for trip. Such time will be deducted in computing overtime for the trip and this switching will not be regarded as constituting switching at an intermediate point under Article 5, Rule 12.

Interrupted time of thirty (30) consecutive minutes or more preventing continuance of switching operations will be deducted in computing time for switching at Canadian Northern junction points.

Rule 15.—Short runs.—Suburban service.

Clause (a).—Unassigned trainmen on short runs for round trip of seventy-five (75) miles or less, will be allowed actual hours or one hundred (100) miles. On round trip of over seventy-five (75) miles going and returning portions of trip to be split, giving overtime made in either direction.

Example 1.
Leave A., 7K.
Arrive D., 9K., 35 miles.
Leave D., 10K.
Arrive A., 12K., 35 miles.
Allowed: 100 road miles.
12½ miles at turn around point.

Total: 112½

Example 2.
Leave A., 7K.
Arrive D., 9K., 40 miles.
Leave D., 10K.
Arrive A., 15K., 40 miles.
Allowed: 40 miles A. to D.
12½ miles at D.
40 miles D. to A.
25 miles overtime D. to A.

Total: 117½ miles.

Clause (b).—Trainmen may be assigned to suburban service (within a radius of ten (10) miles, the duration of which exceeds one day and will be paid for all time actually on duty, or held for duty. Eight (8) consecutive hours or less to constitute a day, overtime *pro rata*.

Rule 16.—Annulled after coming on duty.

When trainmen come on duty for a train which is annulled, they will be allowed for time held on duty at through freight rates, with a minimum of three (3) hours, and stand first out. See ruling dated February 26th, 1918.

Rule 17.—Fitting up caboose.

Trainmen called out to fit up a caboose will be paid for time so occupied with a minimum of three (3) hours at through freight rates.

Rule 18.—Doubling.

Trainmen doubling will be paid a minimum of ten (10) miles for each double, or actual mileage when this minimum is exceeded.

This clause will apply in all cases where trainmen are required to double on account of inability of engine to handle the train. In cases where the double is made for other reasons or where it is necessary to assist other trains or for an engine to run for coal or water and any member of the crew accompanies the engine, actual mileage run will be allowed the crew.

Rule 19.—Switching industrial spurs en route.

Trainmen required to switch industrial spurs en route, of over one (1) mile in length, will be paid at the rate of twelve and one-half (12½) miles per hour as per class of service for all time so occupied in addition to pay for trip. Time paid for under this

rule will be deducted in computing overtime to avoid duplicate payment.

Rule 20.—Time on duty at initial terminal.

Trainmen of mixed or freight trains will be on duty at initial terminal thirty (30) minutes before time set for departure of train, and will receive pay for same at through freight rates.

Rule 21.—Piloting.

Trainmen acting as pilots will be paid the same rate of pay as the man running train.

Rule 22.—Coaling engines.

Trainmen actually engaged in coaling engine en route will be paid at the rate of forty cents (40c) per hour for the time so occupied. This time not to be deducted in computing overtime. Trainmen will not be required to coal engines, except where no coal men or section men are available.

Rule 23.—Held off duty on company's business.

Trainmen held off duty on company's business or by order of the company's officials will be paid at schedule rates of pay and actual reasonable expenses while away from home. If they are required by the company to attend coroner's inquests, court cases, or other public investigations, they will be paid schedule rates for mileage lost and will be reimoursed actual reasonable expenses when away from home. In such cases the witness fees shall go to the company.

Rule 24.—Promotion of trainmen to conductors.

Clause (a).—Promotion of freight trainmen will be to conductors under each superintendent's jurisdiction, and will be made according to seniority of the trainmen, and will be governed by merit, fitness and ability.

Clause (b).—Freight trainmen who have been in the company's service as such, four (4) years, will be given an opportunity to qualify as conductors and will be given conductors' rank if successful. Their written and oral examinations shall be held at their home terminals during the months of January and July on dates designated by the examining officer.

Clause (c).—Trainmen will be notified in order of seniority when it is necessary to increase the force of conductors, in order that they may qualify for promotion. If for any reason they are not notified, they will not lose any rights under this rule provided they can pass the required examinations. Trainmen not promoted in order of seniority or if the examination is not satisfactory, will be advised the reason thereof in writing and will have the right of appeal.

Clause (d).—Trainmen failing to pass the examination for conductors will be given another opportunity to pass at the expiration of ninety (90) days and will not lose their seniority as trainmen. Trainmen promoted during the interval will rank senior to those who fail to pass.

Clause (e).—Inexperienced trainmen will have no seniority standing for the first six (6) months' service, after which they will rank as trainmen from the date they entered the service as such.

Rule 25.—Promotion of trainmen from through freight.

The promotion of trainmen will be from through freight to way freight, and from way freight to mixed.

Ruling.—When a man is reduced by reduction of crews he may have the option of replacing a junior man on his promotion territory, although such man may have acquired the run by bulletin.

Rule 26.—Manning of built or acquired lines.

Any lines built or acquired will be manned by the trainmen on the promotion territory to which such lines are added, except that manning branch lines which connect up two (2) freight promotion territories, they will be manned equally from the two (2) promotion territories so connected, in which case the trainmen transferred will rank according to their seniority with the trainmen on the territory to which they are transferred. All lines built or acquired east of the Red River (except Victoria Beach line) will be manned by trainmen from the first division Central district.

Note.—It is understood that operating trainmen on acquired lines will not be displaced.

Rule 27.—Transfer of lines from one superintendent's division to another.

In the event of transfer of lines from one superintendent's division to another, the number of trainmen necessary to operate the lines transferred will be taken over with the lines. Trainmen will be allowed to transfer according to their seniority, and will rank with those on the territory to which they are transferred according to their seniority, but no man on that territory will be reduced in rank or taken off a regular run which he already holds, except in case of reduction in staff when the junior man will in all cases be reduced. Trainmen will not be transferred from one promotion territory to another except in case of shortage of men on that territory when the junior men will be sent and must go, unless the senior men wish to go. Trainmen will be notified of such transfer at their home terminal.

Rule 28.—Spare trainmen run first in first out.

Spare trainmen will be run first in first out in their respective classes and will be paid one hundred (100) miles for each time run around and will maintain their standing on the spare board except:

(1) When a caboose or run is to be vacant for a period of ten (10) days or more, the senior man on the spare list will be entitled to said caboose or run.

(2) When a regular man lays off and does not give the company forty (40) minutes' notice before train for which he is called is ordered to leave, in which to call the spare man entitled to the run, the most available spare man will be called and spare men run around under these circumstances will not be paid run arounds.

(3) The penalty features of this rule will not apply to spare trainmen who have less than six (6) months' experience.

Ruling.—The forty (40) minute provision under exception (2) of this rule will not permit regular men to lay off on short notice except in cases of sickness or injury.

Rule 29.—Trainmen assigned to regular sub-divisions.

Freight trainmen will be assigned to regular sub-divisions, and will be kept on those sub-divisions, except in emergency on account of shortage of men or crews they may be required to go on another sub-division, in which case they must be changed off with the first unassigned trainmen on that sub-division met en route.

Trainmen arriving at their own sub-division terminal, when trainmen from another sub-division are about to be used, shall change off with said trainmen for the purpose of keeping trainmen on their own respective sub-divisions, even though the trainmen about to be used have been called and started to work.

This rule will not be enforced when trainmen require rest.

Rule 30.—Handling way freight at night and on Sunday.

Trainmen will not be required to handle way freight at night or on Sunday, except trainmen on trains handling perishable freight, such as fresh meat, fruit, butter, eggs and beer, or other liquids that are perishable, will load or unload such perishable freight at night or on Sundays, but will not be required to load or unload other freight at stations where they may handle perishable freight during the prohibited hours.

All trains leaving terminal points between the hours of five (5) o'clock and ten (10) o'clock, November first to April first, and all trains leaving terminal points between the hours of three (3) o'clock and ten (10) o'clock, April first to November first, will not be considered night trains and such trains will work as way freight through to destination of runs irrespective of the hours of reaching such destination.

It is understood that trainmen called for way freight service under this rule will not be called so as to be required to be on duty previous to three (3) o'clock and five (5) o'clock.

Rule 31.—Handling bad order cars.

Trainmen will not be compelled to handle cars in trains, the draft gear of which is defective and requires to be changed, further than to take care of perishable freight or livestock that may become disabled en route to the first terminal. Under no circumstances will trainmen be compelled to handle cars behind caboose, other than official cars or flanger.

Rule 32.—Booking rest.

Trainmen on arrival at terminals will not be called again for immediate duty if they want rest, the trainman to be judge of his own condition, but eight (8) hours is to be considered sufficient, except in extreme cases. Required rest must be booked on arrival, and will be given complete before being called. When a trainman books rest, the caboose will not be sent out until rest period has expired. Under the above provision, trainmen will not be permitted to book less than five (5) hours' rest.

Rule 33.—Booking rest.

Trainmen who have been on duty twelve (12) hours on way freight, or fourteen (14) hours on other trains, will be entitled to eight (8) hours' rest; the same to be granted by the dispatcher as soon as it can be arranged without delaying other trains that meeting points have been arranged with, before notice of rest required had been given. When any trainman so books rest it will automatically tie up the other trainmen.

Ruling.—It is agreed that trainmen will be automatically tied up for rest when conductors with whom they are working book rest, after being on duty on any trip twelve (12) hours in way freight service or fourteen (14) hours in other train service, and that said trainmen shall not be entitled to compensation during rest period.

Rule 34.—Coupling or uncoupling air or steam hose.

Trainmen will not be required to couple or uncouple air or steam hose at terminals where car men are employed and within the hours of service of such car men.

Rule 35.—Handling supplies for cabooses and baggage cars.

At terminal points trainmen will not be required to carry chains, knuckles, brasses or other supplies, between their cabooses, baggage cars or storehouses. Trains arriving at terminal with cars chained up, or emergency knuckles in use will have some returned to them, or new ones supplies. Stores for passenger crews will be placed at or near passenger station.

Rule 36.—Coal for cabooses.

Arrangements will be made between superintendent and local committee to supply cabooses with suitable coal at terminals.

Rule 37.—Ice for cabooses.

Trainmen will be allowed to take a reasonable amount of ice for use in cabooses at terminals where ice is kept.

Rule 38.—Watering stock; filling water barrels or water cars.

Trainmen will not be required to water stock en route except in case of emergency. Trainmen will not be required to fill water barrels or water cars, except for domestic purposes, and when done at three (3) or more points, way freight rates will be allowed for entire trip.

"Emergency" means train delayed between terminals on account of wrecks, washouts, engine failure or other unavoidable causes.

Rule 39.—Caboose track, switching with cabooses.

A caboose track will be provided at terminals. It is understood that switching operations will not be performed with cabooses.

Rule 40.—Handling repair cars.

Repair cars moved forty (40) miles or less will be handled on head end of train.

Rule 41.—(Blank.)

Rule 42.—Train service between Port Mann and Vancouver.

Freight trainmen may be assigned to transfer freight, mixed and local service between Port Mann and Vancouver, and will do all industrial and other switching at Vancouver and make up and set out their own trains at Port Mann. One hundred (100) miles or less, eight (8) consecutive hours or less to constitute a day's work. Trainmen to be paid not less than one hundred and thirty-one dollars and twenty-five cents ($131.25) per calendar month. All time in excess of two hundred and twenty-four (224) hours in any one month to be paid as overtime *pro rata*.

When the switching and industry work at Vancouver becomes heavy enough to warrant installing a yard crew, yardmen will be assigned and trainmen provided for under this rule will not be permitted to do switching at Vancouver except to make up and set out their own trains.

Rule 43.—Filling temporary runs or vacancies.

All temporary runs or vacancies in first class service of thirty (30) days or more, will be bulletined for five (5) days to the division on which such run or vacancy originates and five (5) days will be given to transfer.

When a temporary run or vacancy is filled by a trainman holding a regular permanent assignment, such assignment will be considered as temporary.

Under this rule when a baggageman lays off for less than thirty (30) days, senior trainman on superintendent's division will have the privilege of taking car.

Rule 44.—Double heading.

It is not the desire or intention to establish the practice of double heading engines on freight trains.

Double headers may be run in case of storms, accidents, to avoid running engines light, moving engines to and from shops, or from one division to another, or to consolidate with another train on which the engine has been party disabled, and in all such cases the tonnage shall not exceed the tonnage of the largest engine attached over the division. The maximum number of cars handled, exclusive of caboose, will be thirty-five (35). Way freights will not be double headed.

It is understood under this clause that two engines under steam will be considered double headers.

Rule 45.—Helping.

Helping engines may be used to assist trains over the following grades, and at such points as may be arranged from time to time between the general superintendent and the general committee without the revision of this schedule:

Central District—First Division.

Stanley Junction to Kakabeka Falls.
Mokoman to Rowan.
Shabaque to Mabella.
Sprague to South Junction.

Second Division.

Miami to Altamont.
Learys to Cardinal.
Somerset to Top of Hill (Carman and Miami sections.)

Third Division.

Wawanesa to Top of Hill, both ways.
Ninette to Top of Hill, both ways.

Western District—First Division.

Roblin to Makaroff.
Prince Albert to Davis.
Kamsack to Veregin.
Buchanan to Rama.

Second Division.

Lumsden to Regina.
Lumsden to Disley.
Saskatoon to Top of Hill, both ways.
Prince Albert to Clouston.

Third Division.

Borden to Langham.
Islay to Kitscoty.

Fourth Division.

Drumheller to Top of Hill, both ways.

Note.—Munson Junction to be considered Top of Hill east bound.

Rule 46.—Calling trainmen.

Freight trainmen living within two (2) miles of yard office, and passenger trainmen living within two (2) miles of passenger station, will be called sufficiently in advance to be on duty the required time before leaving time of train. Caller will be furnished with a book in which will be registered time train leaves, and in which they will sign their names, and calls will be made as nearly as possible two (2) hours before the departure of train.

Trainmen of passenger and mixed trains timed to leave passenger station between the hours of eight (8) o'clock and twenty-two (22) o'clock will not be called.

Rule 47.—Trainmen assigned to regular runs remaining in cabooses.

Trainmen assigned to regular runs will not be required to stop in cabooses at terminal points, and unless they are advised that they will be required before their regular run, will not be considered absent from duty if required and not on hand. Trainmen will leave their proper addresses at terminals, and should they be absent from their regular residence they will leave word where they can be found, if required.

Rule 48.—Assigned trainmen not required to do other work.

Trainmen assigned to regular trains will not be required to do other work than that to which they are regularly assigned, except in case of wrecks, when no other trainmen are available.

Rule 49.—Competent trainmen.—Charges made against trainmen.

One trainman on each train must be competent, and have at least six (6) months' experience as a trainman. Objections or charges made against any trainman shall be in writing, and must state clearly and fully the reasons for filing such objections or charges. An investigation will be held before any decision is rendered or action taken, and if charges are not proven, the man against whom charges were made will be paid for time lost, if any.

Rule 50.—Discharged account past record.

No trainman will be discharged on account of past record after sixty (60) days from date of entering the company's service.

Rule 51.—Discipline or dismissal.—Notice of appeal. —Charges made against trainmen.

All accidents shall be investigation, and trainmen may be held off not exceeding three (3) days for this purpose. Evidence of all parties concerned shall be taken, and no trainman shall be disciplined until his case has been investigation, and if not satisfied with decision rendered he will be given an opportunity to review the evidence, and may appeal to the superintendent, and through his representative to the higher officials.

Notice of appeal to be served in writing on the superintendent within twelve (12) days.

Trainmen charged with offences involving discipline or dismissal will be advised the nature of such offences, and may have the assistance of a fellow employee at any and all investigations; when found blameless, will be paid for time lost at schedule rates. When a charge is laid against a trainman, said trainman may have the privilege, if desired, of meeting party or parties making the charge face to face in the presence of an officer of the company. It is understood that the investigation will be held as quickly as possible, and men will not be held off unnecessarily. The lay-over time will be used as far as practicable. Trainmen will be furnished with copies of their statements at the time of signing same.

Rule 52.—Certificate of service.

When a trainman is discharged or resigns, he will, as soon as possible, be paid, and given a certificate, on request, stating time of service and in what capacities he was employed.

Rule 53.—Fines.

No fines will be imposed on trainmen.

Rule 54.—Trainmen working on construction lines.

Canadian Northern trainmen compelled to work on construction lines will be governed by rules and rates of pay governing the trainmen on the Canadian Northern Railway.

Rule 55.—Trainmen turned in by construction department.

A trainman who, with proper consent, temporarily works for the construction department, and is turned in by that department, will have the right to place his case before the proper officials of the operating department, who will immediately institute enquiries, and if evidence obtained shows that dismissal is not warranted, he will be returned to the service.

Rule 56.—Loss of seniority when engaged in other service.

Trainmen entitled to regular work in road service will lose their seniority standing after thirty (30) days' service in any other class of work, except by special arrangement with the superintendent and local committee, and in cases where trainmen accept positions with the Brotherhood of Railroad Trainmen.

Rule 57.—Trainmen to rank as new men if not re-employed within six months.

Men who are discharged and not re-employed within six (6) months will be regarded as new men, except that a man who has been discharged more than six (6) months may be reinstated when such action has been sanctioned by the general superintendent and general committee.

Rule 58.—Leave of absence for men laid off on account reduction of force.

Trainmen who are laid off on account of reduction of force will, upon requesting same, be paid and given leave of absence for six (6) months, and a letter stating the reason. Trainmen accepting leave of absence under this rule will keep superintendent or trainmaster advised as to their whereabouts, and superintendent or trainmaster will notify such trainmen by letter or wire when they are required. If not required for service at end of six months, leave of absence, when requested, will be extended.

Trainmen so notified will report for duty within fifteen (15) days, otherwise they will lose their seniority standing.

Rule 59.—List of names to be added to seniority list.

Superintendent or trainmaster on each district will, on request, furnish the chairman of local committee each month with the names of all men promoted to conductor, or hired as brakeman during the month, giving dates. Such names will be added to the seniority list, which will be kept in a conspicuous place at each terminal. Any man desiring to protest his rating, or the absence of rating, must do so within sixty (60) days from the date names are posted; otherwise his protest will not be considered.

Rule 60.—Relief and transportation, general committee men.

Members of general committee shall be relieved when required for committee work, and will be furnished necessary transportation. Sufficient notice must be given superintendent or trainmaster so that service will not suffer.

Rule 61.—Assistance for attending heaters and coaches.

All freight and mixed trains handling five (5) or more heated cars, or seven (7) or more coaches, or three (3) and five (5) combined, between the months of November and March inclusive, will be allotted a man to attend to the heaters.

Rule 62.—Meals.

Trainmen will have the opportunity of having meals at a reasonable hour by previously advising dispatcher.

Rule 63.—Turn around service away from home terminal.

Trainmen will not be held away from home terminal to make more than two (2) round trips in turn around service.

Ruling.—In event of trainmen standing first out after having made two (2) turn around trips away from home terminal and the third trip is to be made they may elect as to whether or not they will make the third trip or require trainmen standing behind them to do so, but when exercising this right clause (F) of Article 3 will not apply.

Rule 64.—Disputed time or mileage.

Trainmen will be advised at once in writing through the proper office, with the reason, if mileage or time claimed is not allowed in full. In case time is disputed the mileage or time not in dispute will be paid in current pay-roll.

Rule 65.—Making assignments.

No assignments will be made except by bulletin or time-table.

Rule 66.—Brassing cars.

Trainmen will not be required to brass a car of company's or construction material, unless perishable freight, except to insure safe movement to station where it can be set out, nor to pick up cars on line that need brassing.

Rule 67.—Notification of being displaced.

A trainman displaced will be notified in sufficient time to permit removal of his personal effects from caboose.

Note.—Failure after due effort to find man for purpose of notifying him of being bumped will not be justification for claim for compensation.

Rule 68.—Held for other than assigned service.

Trainmen held for other service than that to which assigned and not used will be paid for time lost at schedule rates.

Rule 69.—Handling grain doors.

Trainmen will not be required to load or unload grain doors in car lots, or to load or unload grain doors in smaller quantities, except in cases of emergency, when they may be required to load and unload in way freight service, not more than twenty (20) sections on one trip.

Rule 70.—Transferring trainmen from one division to another.

When there is a surplus of trainmen on one division of the railroad and a shortage on another, the surplus trainmen will be transferred to the portion of the railway where the shortage exists, for the purpose of giving them employment and to avoid employing new men, and will rank ahead of inexperienced trainmen who have less than six (6) months' rights on that division.

Such trainmen will be promptly returned to their home division as soon as there is work there for them, unless they desire to remain on the division to which they were temporarily transferred, in which event they will be permitted to do so (unless there is a surplus of men on that division) and their seniority on that division shall date from the day that they made their first trip on the division to which transferred.

Under this rule it is incumbent upon surplus trainmen to accept temporary transfer to the division where shortage of trainmen exists. Men transferring under this rule will not be entitled to deadhead mileage.

Rule 71.—Terminals.

The following stations constitute terminals within the meaning of the term, and may be eliminated or added to by giving the general chairman fifteen (15) days' notice in writing and bulletining same on division affected over the signature of the general superintendent of the district:

Central District.

Port Arthur.	North Lake.	Atikokan.
Rainy River.	Winnipeg.	Emerson.
Dauphin.	Brandon.	Belmont.
Deloraine.	Virden.	Gypsumville.
Steep Rock.	Neepawa.	Russell.
Yorkton.	Beulah.	Kipling.
Carlyle.	Estevan.	Radville.
	Gravelbourg.	Moose Jaw.

Western District.

Dauphin.	Regina.	Winnipegosis.
Kamsack.	Saskatoon.	Swan River.
Humbolt.	Prince Albert.	Hudson Bay Jct.
North Battleford.	Kindersley.	The Pas.
Vermilion.	Hanna.	Alliance.
Vegreville (for 4th Div. crews.)		St. Brieux.
Edmonton.	Calgary.	Carlton.
Big River.	Big Valley.	Eston.
	Lochearn.	Dublane.
	Edson.	Turtleford.
		Sangudo.
		Athabasca.

Pacific District.

Edson.	Blue River.	Boston Bar.
Lucerne or Jasper	Kamloops Jct.	Port Mann.
		Vancouver.

Note.—The limits of Winnipeg terminals will be the east switch at Paddington and the west switch at Portage Junction.

The limits of Port Arthur yard will be the Port Arthur passenger station and the west switch Fort William "loop." Switching performed between west switch at Mount and west switch Fort William "loop" will be paid for under terminal time rule.

The limits of Rainy River yard will be the east switch at Rainy River and the west switch at Beaudette.

The limits of North Regina yard will be Dewdney street and north switch at North Regina yard.

The limits of Saskatoon yard will be Twenty-fifth street and Nutana and the Government elevator switch on the Kindersley subdivision. Except that the terminal limits for Delisle subdivision, trains will be at the switch to the Quaker Oats plant, and switching at the Government elevator switch will be paid for under terminal time rule. Switching at North Saskatoon will be paid for under terminal time rule.

The limits of Dauphin yard will be the west switch at West Yard and the east switch at East Yard. Delays to eastbound trains at North Jct. will be paid for under terminal time rule.

Note.—It is understood that at terminals other than those specified above, when a train can head into a clear track, or pull ahead and back into a clear track, and get engine away without delay, terminal time will not apply.

Rule 72.—Promotion territories.

Permanent freight and mixed promotion territories will be as under:

Central District—First Division.

Hornepayne to Winnipeg, and North Lake, Ridgeville sub-divisions.

Second Division.

Victoria Beach, Oak Point, Emerson, Carman, Inwood, Miami, Wakopa sub-divisions.

Third Division.

Winnipeg to Dauphin, Arizona, Oakland, Neepawa, Riding Mountain, Carberry, Rapid City, Rossburn, Yorkton, St. Rose sub-divisions.

Fourth division.

Wawanosa, Hartney, Kipling, Regina, Carlyle, Radville, Bienfait, Bengough, Moose Jaw, Gravelbourg sub-divisions.

Western District—First Division.

Dauphin to Humbolt, Dauphin to Prince Albert, Winnipegosis, Thunder Hill, Hudson Bay, St. Brieux, Assiniboine sub-divisions.

Second Division.

Regina to Prince Albert, Kindersley, Shellbrook, Crooked Lake, Delisle, Elrose, Battleford, Carlton sub-divisions.

Third Division.

North Battleford to Edson, Sturgeon River, Cut Knife, Athabasca, Stony Plains, Sangudo sub-divisions.

Fourth Division.

Kindersley to Calgary, Vegreville to Munson, Brazeau sub-division, Strathcona to Alliance.

Pacific District.

Lines west of Edson.

Note.—By arrangement between general superintendent and general committee, this rule can be changed without the revision of this schedule and for promotion purposes the second and third divisions Central District may be considered as one promotion territory.

Rule 73.—Designation of trainmen.

The word "trainmen" in this schedule shall apply to baggagemen, brakemen and flagmen.

Rule 74.—Taken out of service account imperfection ear, or eye.

A trainman taken out of service on account of imperfection of sight or hearing will have an opportunity of re-examination in the presence of representatives of the company and organization, before an ear or eye specialist satisfactory to both parties, and if the specialist finds his sight or hearing to be within the requirements of the Board of Railway Commissioners, he will be reinstated and paid for time lost.

Rule 75.—Interpretation of schedule.

Any question of interpretation of this schedule which may arise will be taken up by the general committee with the assistant general manager, and if not adjusted, may be appealed to the higher officials.

Rule 76.

This schedule will constitute an agreement between the Canadian Northern Railway Company and its trainmen and shall not be changed or abrogated without the approval of the assistant general manager and the trainmen's general committee, and not then until thirty (30) days' notice in writing has been served by the party desiring the change on the other party thereto.

.....
For the Company.

.....
For the Trainmen.

Approved:

.....
Vice-President, B. of R. T.

CANADIAN NORTHERN RAILWAY COMPANY.

Western Lines.

SCHEDULE OF RATES AND RULES.

Yardmen.

Eight hour day effective;
Increase in rates effective;
Rules effective.

Rates of pay:

ARTICLE 1.

Hours of Duty.

Clause A.—Basic day.

Eight (8) hours or less shall constitute a day's work. Overtime to be paid *pro rata*, actual minutes to be counted.

Clause B.—Assignment of yard crews.

Yard crews will be assigned for a fixed period of time per day, not to exceed ten (10) hours except in isolated yards where only one yard crew is assigned and where the work requires it, the time of the assignments may be extended not to exceed twelve (12) hours; under this exception the minimum shall be ten (10) hours.

Clause C.—Allotting new work.

No new work will be given to a crew where the assignment is for nine (9) or more hours after the expiration of the period for which regularly assigned; overtime may be required in order to finish work that the crew is performing at the expiration of the assigned period or in emergencies. This will not be construed to extend the company's rights under similar existing rules for ten (10) hour assignments.

Clause D.—Overtime on eight hour assignments.

On assignments where the hours are limited to eight (8), overtime will be worked only in case of emergency; or in case of transfer crews or crews engaged in industrial work to finish assigned or programmed work, or in either case to get to regular relief points; the purpose being that if assigned or programmed service usually requires more than eight (8) hours' work, the assignment should be extended to meet the requirements of the service, either nine (9) or ten (10) hours.

Clause E.—Yard crews in extra service.

Sections (a), (b), (c) and (d) will also apply to yard crews called or used in extra service. They shall not be construed to require railroads to pay yard crews for more than the minimum day plus the actual time consumed in excess of eight (8) hours, except where the assignment is for either nine (9) or ten (10) hours the minimum shall be nine (9) hours exclusive of the meal hour.

Clause F.—Definition of word "emergency."

The word "emergency" as used in clauses (c) and (d) is defined as follows: wrecks, handling livestock, attending fires, or handling passenger trains.

RULINGS OF COMMISSION OF EIGHT.

ARTICLE 1.

Question 1: "May a yard crew be assigned to a ten hour shift for, say, four days in a week and an eight or nine hour shift for the remaining two or three days, specifying in the publishing of the assignment the days on which the crew would work ten hours and the days on which it would work eight or nine hours?"

Answer: "No, the assignment should be for the same hours daily."

Question 3, Decision No. 1, Article 1 (b): ". . . in isolated yards where only one yard crew is assigned and where the work requires it, the time of the assignments may be extended not to exceed twlve hours; . . ."

"Does this mean a spread of thirteen hours with one hour deducted for meal or does it mean a total spread of twelve hours?"

Answer: "The provisions for nine or more hour assignments apply to the hours of work and not the hours of spread of day produced by deductions of time for meals."

Question 5: "In a certain switching district, engine terminal is located at A. Engines work out of A, switching all day at B—2 miles from A; at C—3 miles, D—4 miles, E—5 miles. Can B, C, D and E be considered isolated yards?"

Answer: "Crews working out of a common terminal do not come within the exception relating to isolated yards."

Question 7, Article 1, paragraph (b) reads as follows: Yard crews will be assigned for a fixed period of time per day, not to exceed ten hours except in isolated yards where only one yard crew is assigned and where the work requires it, the time of the assignments may be extended not to exceed twelve hours; under this exception the minimum shall be ten hours."

"Is the foregoing intended to encourage the retention of nine or more hour assignment?"

Answer: "Nothing in Article No. 1 is intended to encourage the retention of nine or more hour assignment, nor to prevent eight hour assignments. The purpose of the decision was to make practicable eight hour assignments, where rules existing prior thereto prevented such assignments."

Question 6, paragraph (c): "Should the words "or in emergencies," Article 1, paragraph (c), Decision No. 1, be incorporated in the Chicago Memoranda of Agreement, and, if so, how should the said Article be written into the agreement, or in any schedule containing the rule reading: "No new work shall be assigned after the expiration of ten hours?"

Answer: "The words should be inserted in the Chicago Memoranda of Agreement, as well as in other agreements containing the rule, in the following manner:

"No new work will be given to a crew where the assignment is for nine (9) hours after the period for which assigned; overtime may be required in order to finish work that the crew is performing at the expiration of the assigned period or in emergencies.

"No new work shall be assigned to a ten (10) hour crew after the expiration of ten (10) hours."

Note.—Under schedules where in an isolated yard a twelve (12) hour assignment is worked and the

schedule contains the provision relative to "new work after ten hours," there should be inserted in the second line of the answer, following "nine (9) hours," the words "or twelve (12) hours."

Question 7, paragraph (c): "What constitutes new work as mentioned in this Article which stipulates that no new work will be given to a crew where the assignment is for nine (9) or more hours after the expiration of the period to which regularly assigned?"

Answer: "New work is such work as is not a portion of the regular programmed or routine work of a crew. If the regular work is made up of distinct portions, and a distinct portion remains to be performed after the hours of the assignment, such distinct portions are not new work. Work which is not a portion of the programme or routine may be added to the programme or routine prior to the end of the assigned hours, but not afterward.

Overtime may be worked to finish the programmed or routine work of an assignment. This is not to be construed as authority to work crews overtime when it can be avoided; nor is it to be construed as authority to programme work when it is clearly known that portions of the programmed work, under ordinary conditions, cannot be started until after the assigned period, or to require overtime on new work which is given to a crew prior to end of assigned period."

Question 11: "Is it permissible to have regular crew on an assignment for a given number of hours, and have one or more member thereof on an assignment of a less number of hours?"

Answer: "No regular member of the crew shall be assigned for a lesser number of hours than the number of hours for the crew as a unit."

ARTICLE 3.

Lunch Time.

Clause A.

Yard crews where the hours of work are limited to eight (8) will be allowed twenty (20) minutes for lunch between four and one-half (4½) and six (6) hours after starting work without deduction in pay.

Clause B.

In eight (8) hour yard assignments, yard crews will not be required to work longer than six (6) hours without being allowed twenty (20) minutes, and in nine (9) or more hour assignments thirty (30) minutes for lunch, with no deduction in pay or time therefor.

Clause C.

In nine (9) or more hour assignments, yardmen will be allowed one (1) hour for meals between the hours of eleven-thirty (11.30) and thirteen (13) o'clock, and between twenty-three thirty (23.30) and one (1) o'clock, but if required to work the meal hour, or any part thereof, they will be paid for one (1) hour in addition to the hours of their regular assignment and will be allowed thirty (30) minutes under pay for meals. Day crews not relieved by nineteen (19) o'clock, and night crews not relieved by seven (7) o'clock will be allowed thirty (30) minutes for meals, and paid continuous time after nineteen (19) and seven (7) o'clock respectively.

Clause D.—Time to be used.

At points where the time is changed, yardmen will work on the time used by the community.

RULINGS OF COMMISSION OF EIGHT.

ARTICLE 2.

Question 2: "If a yard crew, through some unforeseen circumstance, be on duty, say, fourteen (14) hours, would the crew be entitled to a second period of thirty minutes in which to eat, and, if so, when would it begin?"

Answer: "Article 2, paragraph (b) applies to both the first and second lunch periods. In the case cited, crew would be entitled to the second lunch period six (6) hours after completing the first lunch period. In either case, yardmen will not be worked longer than six (6) hours without being given an opportunity to eat.

Question 13, paragraph (b): "Under the several provisions for meal period, must they be given within the prescribed time?"

Answer: "Yes, the lunch period must be given, and completed within four and one-half (4½) and six (6) hours.

ARTICLE 3.

Starting Time.

Clause A.

Regularly assigned yard crews will each have a fixed starting time and the starting time of a crew will not be changed without at least forty-eight (48) hours' advance notice.

Clause B.

Where three (3) eight (8) hour shifts are worked in continuous service, the time for this first shift to begin work will be between six-thirty (6.30) and eight (8) o'clock; the second fourteen-thirty (14.30) and sixteen (16) o'clock, and the third twenty-two thirty (22.30) and twenty-four (24) o'clock.

Clause C.

Where two (2) eight (8) hour shifts are worked in continuous service, the first shift may be started during any one of the periods named in paragraph (b).

Clause D.

Where two (2) eight (8) or nine (9) hour shifts are worked not in continuous service, the time for the first shift to begin work will be between the hours of six thirty (6.30) and ten (10) o'clock, and the second not later than twenty-two (22.00) o'clock.

Clause E.

Where ten (10) or more hour assignments are worked, the rules or practices for time of beginning work are not affected by paragraphs (b), (c) and (d), and starting time will be seven (7) o'clock and nineteen (19) o'clock.

Clause F.

Day rates will be paid yardmen on assignments beginning as follows:

	Where time for meals is deducted.	Where time for meals is not deducted.
8-hour assignments		6.30K and 11.00K
9 hour assignments	6.30K and 9.00K	6.30K and 10.00K
10-, 11- or 12-hour assignments	6.30K and 8.00K	6.30K and 9.00K

Yardmen starting their assignments at other periods will be paid night rates.

RULINGS OF COMMISSION OF EIGHT.

ARTICLE 3.

Question 15: "Paragraphs (a) to (d) inclusive. Are paragraphs (a), (b), (c) and (d), Article 3, optional or mandatory on the part of the companies?"

Answer: "Said paragraphs are mandatory."

Question: "What is starting time for two (2) nine (9) hour shifts in continuous service?"

Answer: "Where two (2) nine (9) hour shifts are worked in continuous service, the starting time will be governed by Article 3, paragraph (d).

ARTICLE 4.

Clause A.—Piloting.

When pilots are required within yard limits, yardmen will be used and will receive foreman's pay. Yardmen will not be used outside of yard limits as pilots.

Note.—Yardmasters and assistant yardmasters may be used in cases of extreme emergency.

Clause B.—Transfer, construction, maintenance of way, and work service.

Yardmen will do all transfer, construction, maintenance of way and work train service exclusively within switching limits, and will be paid yard rates

for such service. Switching limits to cover all transfer and industrial work in connection with terminal.

Clause C.—Work other than that to which assigned.

Yardmen assigned to other than their regular duties will be paid the established rate for the service performed, but in no case shall the yardmen so assigned be paid less than on the basis of their regular rates.

Clause D.—Held off on company's business.

Yardmen held off on company's business or by order of the company's officials will be paid at schedule rates of pay and actual reasonable expenses while away from home. If they are required by the company to attend coroner's inquests, court cases, or other public investigations, they will be compensated as above. In such case the witness fees to go to the company.

ARTICLE 5.

Booking rest.

Yardmen will have the right to book rest after twelve (12) hours' service.

ARTICLE 6.

Time not allowed.

Yardmen will be advised at once in writing trrough the proper officer of the reason, if mileage of time claimed is not allowed in full. In case time is disputed, the mileage or time not in dispute will be paid in the current pay-roll.

ARTICLE 7.

Clause A.—Consist of yard crews.

A yard crew shall consist of not less than a foreman and two helpers, except where special arrangements are made by the general superintendent and the general committee.

Clause B—Laying off.

Yardmen regularly assigned who wish to lay off will give the yardmaster at least three hours' notice.

Clause C.—Spare yardmen.

Spare yardmen not called in order of their seniority will be paid a day's pay for each day not called.

Clause D.—Called and not used.

Yardmen who do not hold regular work will be called when required for duty, and, if called, and no service is performed, they will be paid for at least eight (8) hours at yardmen's rates. The senior spare yardman will be called.

Clause E.—Leave for spare yardmen.

Spare yardmen will be considered available for service unless leave of absence has been granted. In such cases they must notify the general yardmaster in writing when they are again ready for service.

Clause F.—Trainmen doing yard work.

Where no spare yardmen are kept, spare trainmen will be called, as per Rule 28 of Trainmen's Schedule to fill vacancies in yard.

ARTICLE 8.

Clause A.—Promotion.

The promotion of yardmen in their respective yards will be according to seniority and ability. Any yardman refusing promotion to position of foreman, or failing to qualify for such position, will thereafter rank junior to the man or men promoted ahead of him except that he will retain his seniority standing as a helper. Senior men to have preference for day work. Any man not promoted, or failing to qualify for promotion, will be promptly advised in writing by the general yardmaster the reason therefor.

Clause B.—Bulletining positions.

All positions shall be bulletined, and yardmen will have preference to assignments according to seniority. A man accepting assignment will hold same (unless conditions of assignments or hours are materially changed by the company) until he can move to fill a vacancy or accept a newly created position.

Note.—It is understood that vacancies of seven (7) days or less will not be bulletined, but will be filled by the senior yardman applying for same until such time as regular man returns to duty.

Clause C.—Appointing assistant yardmaster.

In appointing assistant yardmasters, selection will be made from the yardmen in their respective yards. Senior men will be given preference, but ability will govern in all cases. A yardman accepting appointment as assistant yardmaster will not lose his seniority standing as a yardman.

Clause D.—Leaving service.

Yardmen leaving the service of the company of their own accord forfeit all seniority rights.

Clause E.—Extended leave.

Yardmen will not be granted leave of absence for a longer period than six (6) months, except in case of sickness.

ARTICLE 9.

Clause A.—Discipline or dismissal.—Notice of appeal. —Charges made against yardmen.

All accidents shall be investigated and yardmen may be held off not exceeding three (3) days for this purpose. Evidence of all parties concerned shall be taken and no yardman shall be disciplined until his case has been investigated, and if not satisfied with decision rendered he will be given an opportunity to review the evidence, and may appeal to the superintendent, and through his representative to the higher officials.

Notice of appeal to be served in writing on the superintendent within twelve (12) days.

Yardmen charged with offences involving discipline or dismissal will be advised the nature of such offences, and may have the assistance of a fellow employee at any and all investigations; when found blameless, will be paid for time lost at schedule rates. When a charge is laid against a yardman, said yardman may have the privilege, if desired, of meeting party or parties making the charge face to face in the presence of an officer of the company. It is understood that the investigation will be held as quickly as possible, and men will not be held off unnecessarily. Yardmen will be furnished with copies of their statements at the time of signing same.

Clause B.—Certificate of service.

When a yardman is discharged or resigns, he will, as soon as possible be paid and given a certificate on request, stating time of service, and in what capacities he was employed.

Clause C.—Fines.

No fines will be imposed on yardmen.

ARTICLE 10.

Seniority lists.

Yardmen shall have access at all times to seniority lists, to be posted in a convenient place, which will contain a correct list of all yardmen, and their age in the service. A new list will be posted every three (3) months.

ARTICLE 11.

Disabled yardmen.

Yardmen disabled in company's service will, as far as practicable, be given preference in filling vacancies as switch benders, signal operators, tower men, crossing flag men. Where a yardman's injuries are such as will not prevent him from taking a position as passenger brakemen or baggageman, he will be given preference to such service when vacancy occurs, if no disabled roadman requires it.

ARTICLE 12.

Working on construction lines.

Canadian Northern yardmen compelled to work on construction lines will be governed by rules and rates of pay governing yardmen on the Canadian Northern Railway.

ARTICLE 13.

Discharged and not re-employed within six months.

Men who are discharged and not re-employed within six (6) months will be regarded as new men, except that a man who has been discharged for more than six (6) months may be reinstated when such action has been sanctioned by the general superintendent and the general committee.

ARTICLE 14.

Relief and transportation for grievance committee.

Members of grievance committee will be relieved when required for committee work, and will be furnished necessary transportation. Sufficient notice must be given general yardmaster so that service will not suffer.

ARTICLE 15.

Clause A.—Condition of engines.

Yardmen will not be compelled to work with any engine that is not properly equipped with foot-boards, grab-irons, headlights, and automatic couplers, nor with an engine that blows steam, obstructing the observation of signals.

Note.—Foot-boards will be free of ice at beginning of each trick.

Clause B.—Shelters.

At points where two (2) or more yard engines are employed, suitable shelters will be provided to accommodate the number of yardmen employed, and will be equipped with lockers.

ARTICLE 16.

Coupling or uncoupling hose and chaining cars.

Yardmen will not be required to couple or uncouple air or steam hose on cars or chain up cars in yard or on repair tracks where carmen are employed.

ARTICLE 17.

Clause A.—Charge of incompetence.

A yard foreman making a charge of incompetence against a yardman shall report it in writing to the general yardmaster, and if said charge is sustained, after proper investigation, he will be furnished another man.

Clause B.—Discharged account past record.

No yardman will be discharged on account of past record after sixty (60) days from date of entering the company's service.

ARTICLE 18.

Clause A.—Loss of seniority if engaged in other service.

Yardmen entitled to regular work in yard service will lose their seniority standing after thirty (30) days' service in any other class of work, except by special arrangement with the approval of the superintendent and local committee, and in cases where yardmen accept positions with the Brotherhood of Railroad Trainmen.

Clause B.—Leave of absence account reduction of force.

Yardmen who are laid off on account of reduction of force will, upon requesting same, be paid and given leave of absence for six (6) months, and a letter stating the reason. Yardmen accepting leave of absence under this rule will keep superintendent or yardmaster advised as to their whereabouts, and superintendent or yardmaster will notify such yardmen by letter or wire when they are required. If not required for service at the end of six (6) months, leave of absence, when requested, will be extended.

Yardmen so notified will report for duty within fifteen (15) days, otherwise they will lose their seniority standing.

ARTICLE 19.

Clause A.—Work outside of yard limits.—Caboose for yard crews.

Yardmen will not be worked outside of yard limits in road service, only in cases of wrecks and washouts where no road crews are available. Yardmen performing special short runs outside of yard limits will be paid at yard rates. Nothing herein is to be construed as meaning that yardmen will not do switching at industries or transfer cars to and from a connecting road within a reasonable distance of the yard limits. Yardmen will be furnished with a caboose in transfer service, also on other extended runs justifying having same.

Clause B.—Seal records.

Yardmen will not be required to take seal records.

ARTICLE 20.

Taken out of service account imperfection ear or eye.

A yardman taken out of service on account of imperfection of sight or hearing will have an opportunity of re-examination in the presence of representatives of the company and organization, before an ear or eye specialist satisfactory to both parties, and if the specialist finds his sight or hearing to be within the requirements of the Board of Railway Commissioners he will be re-instated and paid for time lost.

ARTICLE 21.

Interpretation of schedule.

Any question of interpretation of this schedule which may arise will be taken up by the general committee with the assistant general manager, and if not adjusted, may be appealed to the higher officials.

ARTICLE 22.

This schedule will constitute an agreement between the Canadian Northern Railway Company and its yardmen and shall not be changed or abrogated without the approval of the assistant general manager and the trainmen's general committee, and not then until thirty (30) days' notice in writing has been served by the party desiring the change on the other party thereto.

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For the Company.

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For the Yardmen.

Approved:

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Vice-President, B. of R. T.

(As intimated, the above report was of an interim character. Only two points, however, remained to be dealt with in the supplementary or final report. This report was received shortly before going to press, and indicated agreement between the members of the Board as to the points at issue. The points related to (a) claims for compensation for time lost made by two employees who had been dismissed and later restored to their positions; and (b) a claim for through freight rates for the crew on a passenger train on which a flanger was operated. In the former case the Board expressed the view that the employees claims were justified, and in the latter that the crew in question was not entitled to through freight rates.)

INDUSTRIAL DISPUTES DURING MARCH, 1918

EIGHT strikes, affecting 659 workpeople, were reported as having commenced during March. There were in existence at some time or other during the month 13 strikes, directly affecting 1,008 employees. The total time loss on account of industrial disputes was estimated at 8,276 working days, as compared with 44,152 in February and 67,777 in March, 1917. The time loss occasioned by the eight strikes which began in March was 5,670 days, while a loss of 2,606 days is charged to the five strikes which commenced prior to March. Termination of dispute was reported in the case of two of the disputes commencing prior to March and five of the disputes commencing during March, leaving the six following unsettled strikes, affecting 313 workpeople, on record March 31: plumbers and steamfitters, St. John; machinists at Montreal; carpet weavers at Peterborough; metal polishers at Weston; moulders at Galt; hotel and restaurant employees at Calgary.

INDUSTRIAL DISPUTES, MARCH, 1918.

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
	DISPUTES COMMENCING PRIOR TO MARCH, 1918		
Mines, Smelters and Quarries— Coal mine employees, Rosedale Mine, Rosedale, Alta.	Commenced February 2, 1918. Employees of Rosedale Coal and Clay Products Co. demanded recognition of Union. Employees in fifteen other mines ceased work in sympathy on February 4 but returned to work February 26. Employees at Rosedale Colliery resumed work on March 6. Dispute adjusted through efforts of Director of Coal Operations.	220	880
Building and Construction— Plumbers and Steamfitters, St. John, N.B.	Commenced April 23, 1917. Demand for an increase in wages. Unterminated March 31.	12	312
Metals, Machinery and Conveyances— Moulders, Galt	Commenced May 17, 1917. Demand for nine-hour day. Unterminated March 31,	10	260
Metal Polishers, Weston,	Commenced February 12, 1918. Against reduction of wages. Unminated March 31.	33	858
Municipal Employment— Civic firemen, Edmonton	Commenced February 1, 1918. Protest against action of city council in the matter of the appointment of new chief of fire department. Matter referred to ratepayers by plesbiscite and firemen's protest upheld. On March 6, the firemen resumed work under chief appointed from fire department.	74	296
	DISPUTES COMMENCING DURING MARCH, 1918.		
Mines, Smelters and Quarries— Coal Mine employees, Coalspur,	Commenced March 1. Demand for increase in wages for tipplemen Referred to Director of Coal Operations. Increased rate not granted Work resumed March 11.	85	680
Building and Construction— Bridge, structural and ornamental iron workers, Winnipeg.	Commenced March 1. Demand for increase in wages. Negotiations. Increase granted. Work resumed March 6.	26	104
Metals, Machinery and Conveyances— Stationary Engineers, Regina	Commenced March 5. Demand for standard rate of wages and an eight-hour day. Demands granted following negotiations. Work resumed March 12.	17	102
Boilermakers, heaters and helpers, (oil refinery) Regina.	Commenced March 18. Demand for increase in wages and a nine-hour day. Increased rate granted following negotiations. Work resumed March 30.	48	576
Machinists, Montreal	Commenced March 23. Demand for increase in wages and a nine-hour day. Unterminated March 31.	43	301
Textile— Carpet weavers, Peterborough	Commenced March 5. Demand for increase in wages. Unterminated March 31.	15	345
Transportation— Freight handlers (G.T.R.), Toronto	Commenced March 1. Demand for increase in wages. Work was resumed on March 14. Strikers accepting increase somewhat less than that demanded.	225	2,362
Miscellaneous— Hotel and restaurant employees, Calgary	Commenced March 25. Increased wages and recognition of union. Unterminated March 31.	200	1,200

REPORTS OF EMPLOYMENT BUREAUS

THE steady decline in the demand for workers noted in the past four months was less pronounced in February. During the month there was a decrease not quite 1 per cent, as compared with January, on the basis of the daily average of vacancies notified to 110 employment bureaus (76 commercial, 18 public and 16 philanthropic). As compared with the demand reported for February of last year by practically identical bureaus, there was a decrease of 3.6 per cent. The total number of vacancies notified to all offices in February was 24,294, a daily average of 1042.5, as compared with 1051.9 in January and 1081.7 in February, 1917. The number of persons placed was 11,915, a daily average of 504.7, as compared with averages of 546.6 and 615.2 in the previous month and February of last year. The proportion of the total vacancies filled to the total vacancies notified was 48.4 per cent, as compared with percentages of 51.9 in January and 56.8 in February, 1917.

As to employment for woman and girl workers, the number of vacancies notified was 5,018, a daily average of 214.0, as compared with 187.0 in January and with 296.2 in February, 1917. The number of such workers placed was 1,880, a daily average of 80.5, as compared with 75.1 in the preceding month and with 105.1 in the corresponding period in 1917. The proportion of vacancies filled to vacancies notified for men and boys was 52.1 per cent, and for women and girls 37.4 per cent, as compared with 57.3 per cent and 40.7 per cent, respectively, for January, and with 56.3 per cent and 35.9 per cent, respectively, for February of a year ago.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Montreal, Edmonton and Vancouver showed increases in the demand for labour both as compared with January and with February, 1917. Toronto reported a very small increase as compared with January, and a decline in comparison with February of last year, while at Winnipeg decreases were recorded in both cases.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 2,025, a daily average of 85.0, as compared with averages of 71.7 in January and 65.1 in February of last year. The number of casual jobs secured was 4,184, a daily average of 176.6, as compared with 180.5 in the preceding month and with 154.9 in February, 1917.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS AGENCIES DURING THE MONTH ENDED FEBRUARY 28, 1918

AGENCY.	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	452	41	..	..	493	1082	79	..	..	1161
Halifax	4	...	..	..	4	4	....	..	..	4
St. John	31	...	..	..	31	31	....	..	..	31
Quebec	28	...	..	..	28	28	....	..	..	28
Montreal	51	...	..	..	51	376	....	..	..	376
Ottawa	10	3	..	..	13	29	4	..	..	33
Toronto	223	....	..	..	233	375	....	..	..	375
Hamilton	14	2	..	..	16	40	3	..	..	43
London	6	....	..	..	6	22	....	..	..	22
Winnipeg	7	24	..	..	31	30	56	..	..	86
Calgary	20	8	..	..	28	24	8	..	..	32
Edmonton	13	2	..	..	15	50	4	..	..	54
Vancouver	35	2	..	..	37	73	4	..	..	77
Y.W.C.A.	....	153	..	3	156	....	266	..	3	269
Sherbrooke	....	3	..	..	3	....	3	..	..	3
Winnipeg	....	14	..	..	14	....	14	..	..	14
Brandon	....	2	..	..	2	....	2	..	..	2
Regina	....	....	..	3	3	....	....	..	3	3
Saskatoon	....	27	..	..	27	....	108	..	..	108
Calgary	....	50	..	..	50	....	50	..	..	50
Edmonton	....	16	..	..	16	....	16	..	..	16
New Westminster	....	3	..	..	3	....	12	..	..	12
Vancouver	....	15	..	..	15	....	19	..	..	19
Victoria	....	23	..	..	23	....	42	..	..	42
Miscellaneous	412	964	..	..	1376	844	1910	..	..	2754
Montreal Municipal	7	2	..	..	9	7	2	..	..	9
Montreal Directorate of Female Immigration	....	9	..	..	9	....	9	..	..	9
Montreal Catholic Social Service Guild	3	20	..	..	23	3	20	..	..	23
Toronto Provincial	....	34	..	..	34	....	515	..	..	515
Toronto Municipal	23	....	..	..	23	70	....	..	..	70
London Provincial	....	26	..	..	26	....	81	..	..	81
Hamilton Provincial	....	....	..	..	....	....	....	..	..	....
Winnipeg Municipal	89	145	..	..	234	413	452	..	..	865
Saskatoon Provincial	3	....	..	..	3	25	....	..	..	25
New Westminster Municipal	2	....	..	..	2	2	....	..	..	2
Vancouver Municipal	141	450	..	..	591	180	553	..	..	733
Victoria Municipal	144	278	..	..	322	144	278	..	..	422
Total	864	1158	..	3	2025	1926	2255	..	3	4184
Daily Average										
January, 1918	....	....	..	..	71.7	....	....	..	..	180.5
February, 1918	....	....	..	..	85.0	....	....	..	..	176.6
February, 1917	....	....	..	..	65.1	....	....	..	..	154.9

REPORTS OF EMPLOYMENT BUREAUS FOR THE MONTH ENDED FEBRUARY 28, 1918.

BUREAUS	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average Jan., 1918	Daily Average Feb., 1918	Daily Average Feb., 1917	Men	Women	Boys	Girls	Total	Daily Average Jan., 1918	Daily Average Feb., 1918	Daily Average Feb., 1917
Halifax—Commercial (2)	6	27	8	9	50	1.69	2.08	4.50	6	26	7	8	47	1.46	1.96	1.83
St. John—Commercial (1)	35	....	....	....	35	4.27	1.46	3.33	28	....	....	....	28	2.44	1.17	1.83
Quebec—Provincial	59	....	....	....	59	3.40	2.57	2.13	44	....	....	....	44	2.32	1.91	1.57
Sherbrooke	55	4	....	33	92	4.10	3.84	4.54	45	1	....	37	83	3.99	3.46	3.43
Provincial	55	....	....	28	83	3.77	3.46	4.00	45	....	....	35	80	3.77	3.33	3.39
Y.W.C.A.	....	4	....	5	9	.33	.38	.54	....	1	....	2	3	.22	.13	.04
Montreal	3647	237	81	64	4029	160.45	174.13	153.13	1719	76	5	10	1810	96.56	80.41	101.41
Provincial	201	30	....	....	231	18.27	11.00	18.39	142	23	....	....	165	13.12	7.86	12.17
Municipal	477	5	....	....	482	18.23	20.96	14.69	470	5	....	....	475	17.69	20.65	13.95
Catholic Social Service Guild.	5	19	2	2	28	1.52	1.17	2.30	5	13	2	....	20	1.00	.83	.83
Directorate of Female Immigration	....	74	....	....	74	2.96	3.08	2.67	....	14	....	....	14	.42	.58	.38
Commercial (10)	2964	109	79	62	3214	119.47	137.92	115.08	1102	21	3	10	1136	64.33	50.49	74.08
Ottawa	828	77	3	3	909	56.56	39.70	111.28	535	48	3	....	586	47.28	24.57	93.50
Provincial	471	35	3	....	509	40.12	21.21	88.04	471	35	3	....	509	40.12	21.21	87.71
Y.W.C.A.	....	16	....	3	19	.73	.79	1.21	....	9	....	....	9	.12	.38	.54
Women's Hostel	....	26	....	....	26	1.09	.93	1.61	....	4	....	....	4	.26	.14	.29
Commercial (4)	355	....	....	....	355	14.62	16.77	20.42	64	....	....	....	64	6.78	2.84	4.96
Toronto	1914	354	8	239	2515	110.31	112.01	133.70	1522	207	7	138	1874	74.14	78.33	88.63
Provincial	293	156	4	156	609	25.54	27.68	18.08	209	101	3	101	414	17.54	18.82	9.96
Municipal	610	....	....	....	610	22.73	25.42	28.75	610	....	....	....	610	19.85	25.42	24.34
Y.W.C.A.	....	70	....	70	140	6.00	6.36	.70	....	11	....	11	22	1.00	1.00	.70
Commercial (4)	1011	128	4	13	1156	56.04	52.55	86.17	703	95	4	26	828	35.75	33.09	53.63
Hamilton—Provincial	170	83	6	....	259	9.15	11.10	11.38	96	55	3	....	154	4.77	6.63	3.38
London—Provincial	....	95	....	....	95	3.74	4.32	.21	....	72	....	....	72	2.90	3.27	.21
Brantford—Provincial	96	32	....	....	128	4.46	5.33	4.13	89	12	....	....	101	3.35	4.21	2.67
Kitchener—Provincial	24	1	....	30	55	3.11	2.29	2.20	19	1	....	6	26	.67	1.08	.32
St. Thomas—Provincial	17	10	....	....	27	4.12	1.23	1.96	13	8	....	....	21	1.04	.95	.83
Walkerville—Provincial	20	1	....	....	21	1.44	1.24	1.29	19	1	....	....	20	1.33	1.18	.92
Fort William and Port Arthur—Commercial (6)	2125	2	....	2	2129	96.99	96.77	96.54	308	1	....	....	309	15.14	14.05	14.58
Winnipeg	2338	1238	38	87	3761	198.41	156.29	253.39	1362	542	18	12	1934	80.28	80.59	120.25
Municipal	46	159	2	10	217	11.12	9.04	11.75	44	87	2	4	137	6.92	5.71	7.58
Girls' Home of Welcome	....	85	....	....	85	4.62	3.54	8.42	....	15	....	....	15	.38	.63	1.92
Y.W.C.A	....	110	....	....	110	6.11	4.58	7.72	....	20	....	....	20	.92	.83	1.08
Commercial (10)	2342	884	36	77	3339	176.56	139.13	225.50	1318	420	16	8	1762	72.06	73.42	109.67
Brandon	440	76	15	45	576	21.98	29.15	13.21	97	13	....	9	119	3.83	5.28	6.54
Y.W.C.A.	....	6	....	4	10	.33	.42	.63	....	6	....	4	10	.33	.42	.25
Commercial (3)	440	70	15	41	566	21.65	28.73	12.58	97	7	....	5	109	3.50	4.86	6.29
Regina	321	160	11	68	560	23.49	23.33	23.75	210	65	6	31	312	12.17	13.00	10.71
Y.W.C.A.	....	2	....	7	9	2.33	.37	.08	....	1	....	2	3	.19	.12	.08
Commercial (4)	321	158	11	61	551	23.16	22.96	23.67	210	64	6	29	309	11.98	12.88	10.63
Saskatoon	302	108	3	130	543	17.03	22.62	11.58	179	35	....	19	233	10.90	9.71	12.02
Provincial	112	39	....	....	151	4.62	6.29	5.92	79	27	....	....	106	3.46	4.42	4.54
Y.W.C.A.	....	40	....	70	110	3.33	4.58	4.74	....	6	....	11	17	.82	.71	.69
Commercial (2)	190	29	3	60	282	19.08	11.75	10.92	100	2	....	8	110	6.62	4.58	6.79
Calgary	598	111	4	....	713	26.54	29.71	29.17	385	23	1	....	409	18.57	17.05	18.67
Y.W.C.A.	....	70	....	....	70	2.63	2.92	3.92	....	15	....	....	15	.41	.63	.29
Commercial (3)	598	41	4	....	643	23.91	26.79	25.25	385	8	1	....	394	18.16	16.42	18.38
Edmonton	3103	280	15	117	3525	139.27	148.84	89.83	1211	61	1	25	1298	80.50	54.09	53.05
Y.W.C.A.	....	69	....	....	69	2.00	2.88	2.04	....	5	....	....	5	.42	.21	.38
Commercial (10)	3103	221	15	117	3456	137.27	143.96	87.79	1211	56	1	25	1293	60.08	53.88	52.67
New Westminster	22	19	3	....	44	1.07	1.84	1.30	2	4	....	....	6	.23	.26	.25
Municipal	22	2	3	....	27	.38	1.13	.92	2	1	....	....	3	.19	.13	.21
Y.W.C.A.	....	17	....	....	17	.69	.71	.38	....	3	....	....	3	.04	.13	.04
Vancouver	2778	527	31	444	3780	145.95	157.95	113.51	2013	143	8	110	2274	96.30	95.01	71.00
Municipal	75	52	2	1	130	4.27	5.42	4.96	75	8	2	....	85	2.46	3.54	4.96
Y.W.C.A.	....	125	....	....	125	5.15	5.21	4.17	....	11	....	....	11	.67	.46	.71
Commercial (10)	2703	350	29	443	3525	136.53	147.33	104.38	1938	124	6	110	2178	93.17	91.01	65.33
Victoria	104	265	....	30	399	14.39	16.71	15.65	74	57	....	24	155	6.39	6.53	7.63
Municipal	29	48	....	....	77	2.81	3.21	2.08	17	9	....	....	26	1.65	1.08	2.08
Y.W.C.A.	....	75	....	....	75	2.77	3.13	2.08	....	8	....	....	8	.50	.33	.17
Commercial (7)	75	142	....	30	247	8.81	10.37	11.50	57	40	....	24	121	4.24	5.12	5.38
TOTAL (23 CENTRES)	19050	3717	226	1301	24294	1051.92	1042.52	1081.72	9876	1451	59	429	11915	546.56	504.70	615.23

EMPLOYMENT FOR CIVIC EMPLOYEES IN SIXTEEN CITIES

REPORTS from 16 cities showing the number of workers temporarily engaged, and the wages paid these employees, during the first pay-roll period of two weeks in March, indicated decreases of about 9 per cent in the number of workers, and of nearly 6 per cent in the wages paid. In March, 10,245 persons were employed temporarily, and the pay-rolls amounted to $314,861.86, as compared with 11,293 employees, and an aggregate pay-roll of $333,630.00 in February. Halifax, St. John, Ottawa, Winnipeg, Brandon, Moose Jaw and Calgary all showed increases, both in the number of workers and in the wages paid. Toronto, London, Vancouver and Victoria reported smaller numbers of employees and smaller pay-rolls. Montreal, Regina and Edmonton recorded fewer employees but larger pay-rolls, while at Hamilton more men were engaged with a smaller pay-roll.

The accompanying table summarizes reports from the nine cities for which returns are available since July, 1916. The table shows that as regards the number of workers, a decline began in January, 1917, and continued almost without interruption to November. In December, January and February, however, an upward tendency is evidenced, and this continued in March. As to wages, the total for last month is the largest reported since September, 1916.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY SIXTEEN CITY CORPORATIONS, FEBRUARY AND MARCH, 1918

City	Number of employees temporarily employed in first fortnight in:		Amount of wages paid employees temporarily employed in first fortnight in:	
	Feb. 1918	Mch. 1918	February 1918	March 1918
Halifax	182	187	$3,696.89	$4,450.25
St. John	311	317	8,404.50	8,766.46
Montreal	5,548	5,509	142,040.43	148,396.42
Ottawa	129	156	12,027.20	12,486.30
Toronto	2,276	1,180	65,128.92	38,288.21
Hamilton	333	343	10,591.71	10,213.51
London	239	229	7,269.29	7,105.92
Winnipeg	383	474	14,469.30	14,887.55
Brandon	37	41	1,151.57	1,257.95
Regina	316	283	11,848.24	12,721.08
Moose Jaw	74	92	3,009.45	3,119.05
Saskatoon	276	270†	11,479.71	11,232.00†
Calgary	242	269	9,142.10	9,640.70
Edmonton	334	312	12,396.10	12,500.80
Vancouver	452	426	14,699.72	13,657.24
Victoria	161	157	6,274.87	6,138.42
Total	11,293	10,245	$333,630.00	$314,861.86

†Estimated.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY NINE CITY CORPORATIONS, JULY, 1916—MARCH, 1918

Month.	Total number of employees temporarily employed in first fortnight	Total amount of wages paid employees temporarily employed in first fortnight
1916		
July	10,244	$281,062.15
August	9,425	275,364.93
September	8,397	235.632.94
October	8,079	220,986.22
November	7,669	211,678.38
December	6,360	164,293.79
1917		
January	8,466	193,797.33
February	7,784	213,605.85
March	8,390	210,691.01
April	7,341	167,938.77
May	6.639	160,076.31
June	6,515	206,449.96
July	6,612	201,856.82
August	5,954	188,731.51
September	5.445	174.203.48
October	5,165	161,374.34
November	4,879	160,695.47
December	5,932	129,662.49
1918		
January	6,433	168,920.94
February	7,520	221,799.40
March	7,595	230,103.83

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in 35 cities, showed a substantial increase during March as compared with the previous month, the total value of permits rising from $901,933 in February to $2,133,781 in March, an increase of $1,231,848, or 136.6 per cent. Alberta was the only province to record a decline, and large gains were made in Saskatchewan, Manitoba, Ontario and Quebec. As compared with the corresponding month of 1917, there was a decline of 13.3 per cent, the value for March, 1917, being $2,461,162. In this comparison, gains were shown in Nova Scotia, Saskatchewan, Alberta and British Columbia.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES

City	February, 1918	March, 1918	March, 1917	March, 1918, compared with February, 1918 Increase (+) Decrease (—) Amount	Per cent	March, 1918, compared with March, 1917 Increase (+) Decrease (—) Amount	Per cent
Nova Scotia	$71,584	$93,426	$87,158	+ $21,842	+ 30.51	+ $6,268	+ 7.19
Halifax	68,075	47,768	68,475	— 20,307	— 29.83	— 20,707	— 30.24
Sydney	3,509	45,658	18,683	+ 42,149	+ 1,201.17	+ 26,975	+ 144.38
New Brunswick	.....	45,600	277,200	+ 45,600	.....	— 231,600	— 83.56
Moncton	.....	1,500	.....	+ 1,500	.....	+ 1,500	.....
St. John	.....	44,100	277,200	+ 44,100	.....	— 233,100	— 84.09
Quebec	134,692	271,189	610,284	+ 136,497	+ 101.33	— 339,095	— 55.56
Montreal-Maisonneuve	77,045	241,660	470,840	+ 164,615	+ 213.66	— 229,180	— 48.61
Quebec	25,147	22,329	129,699	— 2,818	— 11.26	— 107,370	— 82.78
Sherbrooke	.....	.....	5,200	.....	.....	— 5,200	.....
Three Rivers	17,000	7,200	3,795	— 9,800	— 57.65	+ 3,405	+ 89.72
Westmount	15,500	.....	750	— 15,500	.....	— 750	.....
Ontario	492,492	1,001,699	1,234,530	+ 509,207	+ 103.39	— 232,831	— 18.86
Brantford	10,000	8,925	13,260	— 1,075	— 10.75	— 4,335	— 32.69
Fort William	.....	97,450	2,150	+ 97,450	.....	+ 95,300	+ 4,432.56
Guelph	2,800	11,820	14,369	+ 9,020	+ 322.14	— 2,549	— 17.74
Hamilton	65,890	94,625	287,180	+ 28,735	+ 43.61	— 192,555	— 67.05
Kingston	.....	5,660	11,040	+ 5,660	.....	— 5,380	— 48.73
Kitchener	425	14,970	15,480	+ 14,545	+ 3,422.55	— 510	— 32.95
London	16,560	29,615	46,300	+ 13,055	+ 78.83	— 16,685	— 36.04
Ottawa	15,800	94,470	63,175	+ 78,670	+ 497.91	+ 31,295	+ 49.52
Peterborough	1,230	3,250	4,945	+ 2,020	+ 164.23	— 1,695	— 34.28
Port Arthur	530	3,015	220,745	+ 2,485	+ 468.87	— 217,730	— 98.63
Stratford	575	1,670	11,258	+ 1,095	+ 190.43	— 9,588	— 85.17
St. Catharines	7,675	32,305	22,835	+ 24,630	+ 320.90	+ 9,470	+ 41.47
St. Thomas	550	1,975	1,170	+ 1,425	+ 259.99	+ 805	+ 68.80
Toronto	347,282	529,664	414,508	+ 182,382	+ 52.52	+ 115,156	+ 27.78
Windsor	23,175	72,285	106,115	+ 49,110	+ 211.91	— 33,830	— 31.88
Manitoba	54,900	137,902	159,610	+ 83,002	+ 151.19	— 21,708	— 13.60
Brandon	250	2,252	2,060	+ 2,002	+ 800.80	+ 192	+ 9.32
Winnipeg	54,650	135,650	157,550	+ 81,000	+ 148.21	— 21,900	— 13.90
Saskatchewan	29,225	459,100	23,300	+ 429,875	+ 1,470.99	+ 435,800	+ 1,870.39
Moose Jaw	18,600	7,300	5,200	— 11,300	— 60.75	+ 2,100	+ 40.38
Regina	3,650	442,150	6,885	+ 438,500	+ 12,013.70	+ 435,265	+ 6,321.93
Saskatoon	6,975	9,650	11,215	+ 2,675	+ 38.35	— 1,565	— 13.94
Alberta	47,850	27,410	18,900	— 20,440	— 42.72	+ 8,510	+ 45.03
Calgary	32,200	23,000	14,300	— 9,200	— 28.57	+ 8,700	+ 60.84
Edmonton	15,650	4,410	4,600	— 11,240	— 71.82	— 190	— 4.13
British Columbia	71,190	97,455	50,180	+ 26,265	+ 36.89	+ 47,275	+ 94.25
New Westminster	3,900	4,300	14,185	+ 400	+ 10.26	— 9,885	— 69.69
Vancouver	55,415	79,170	33,715	+ 23,755	+ 42.87	+ 45,455	+ 134.82
Victoria	11,875	13,985	2,280	+ 2,110	+ 17.77	+ 11,705	+ 513.38
Total—35 cities	$901,933	$2,133,781	$2,461,162	+$1,231,848	+ 136.58	— $327,381	— 13.32

Of the larger cities, Toronto and Vancouver recorded gains both as compared with February, 1918, and with March, 1917. Montreal-Maisonneuve and Winnipeg reported increases in comparison with the preceding month and declines as compared with March of last year. Of the smaller centres, Sydney, Fort William, Ottawa and Regina all showed considerable increases in both cases.

PRICES, RETAIL AND WHOLESALE, IN CANADA, MARCH, 1918, AND IN OTHER COUNTRIES

IN prices, there were slight advances in nearly all lines of staple foods with decreases in eggs and potatoes. Anthracite coal showed some declines, while hardwood advanced. Grain, hay, livestock and meat were higher, as well as some materials.

In retail prices, the average cost per week of a family budget of staple foods in nearly 60 cities rose to $12.65, as compared with $12.54 for February, $10.70 for March, 1917, and $7.68 for March, 1914. The only declines were in eggs and potatoes, while there were slight increases in nearly all the 29 articles included. In fuel and lighting, hardwood and coal oil were up, while anthracite coal was slightly lower.

The index number of wholesale prices rose to 269.2 for March, as compared with 263.5 for February, 270.6 for March, 1917, and 136.0 for March, 1913. The chief increases for the month appeared in the groups: Grains and Fodder, Animals and Meats, Building Materials, but there were increases also in Textiles, Metals and Implements, and Miscellaneous, while there were decreases in Dairy Products, Fresh Fruits and Vegetables, and in Hides, Leather, Boots and Shoes, Drugs and Chemicals. As compared with March last year, the only decreases appeared in the sub-group "Other Metals," and in Fresh Fruits and Vegetables.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the *Labour Gazette* from dealers doing a considerable trade with workingmen. All

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Nova Scotia						P.E.I.	New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Newcastle	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1–Beef, sirloin steak....lb.	35	30	30	37	32	**32.8**	28	32	33	35	30	**32.5**	25–28	35	30	28–30
2–Beef, round steak.... "	30	30	30	34	30	**30.8**	28	30	28	30	28	**29.0**	25–28	32	28	28–30
3–Beef, rib roast, prime. "	30	25–28	22	30	28	**27.3**	25	25–28	30	24	22	**25.6**	25	35	25	25
4–Beef, shoulder roast.. "	25–28	23	20	26	24	**23.9**	25	20–24	22	18	20	**20.5**	19–20	25	20	20–22
5–Veal, roast, forequarter "	15–20	15	22	16	18	**17.7**	.....	.....	22	16	15	**17.7**	25–30	20	20	18–20
6–Mutton, leg roast, h'q. "	25–30	18–20	25	30	22	**24.7**	.....	.....	35	20	20	**25.0**	25–28	25	.....	30
7–Pork, fresh, roast, ham "	32–35	35	30	32	28	**31.7**	28	35	35	28	28	**31.5**	30–32	35	33	30
8–Pork, fresh chops.... "	38	35	30	32	30	**33.0**	28	35	35	35	30	**33.8**	30	35	34	30
9–Pork, salt, mess..... "	22	35	30	30	30	**29.4**	28	34	40	38	35	**36.8**	32–35	37	33	30
10–Bacon, br'fast, not sli'd "	45	35	38	45	40	**40.6**	40	48	48	45	45	**46.5**	45	50	45	50
11–Fish, fresh, g. quality. "	7	14	25	10–14	15	**14.6**	10	12–20	10–18	12	12	**13.5**	13	15–35	15	10–12
12–Fish, salt, herrings..doz.	60	60	60	60	60	**60.0**	50	60	60	50	.....	**56.7**	60	60	.....	55
13–Salmon, canned, med..lb.	.....	30–35	35	30	35	**33.1**	30	35	30	30	35	**32.5**	30	25–40	30	25
14–Lard, pure leaf, best.. "	38	35	35	34	37	**35.8**	34	34	35	36	35	**35.0**	32	35	35	30
15–Eggs, new laid.....doz.	75	55	60	70	55	**63.0**	50	65	70	65	55	**63.8**	60	70	70	60
16–Eggs, storage..... "	.....	50	55	55	.....	**53.3**	.....	.....	.....	50	50	**50.0**	50	50	55	50
17–Milk, delivered.....qt.	12–14	12	10	12.5	11	**11.7**	9	9–10	12	11	10	**10.6**	12	12	11.1	12
18–Butter, dairy solids...lb.	55	50	48	52	50	**51.0**	45	50	48	42	45	**46.3**	44–46	52	50	46
19– " creamery prints "	60	55	50	55	55	**55.0**	45	55	50	54	50	**52.3**	48–50	55	55	50
20–Cheese, old..... "	.....	.....	.....	.....	.....	.....	26	30	35	33	.....	**32.7**	35–37	35	.....	30–32
21–Cheese, new..... "	30	30	30	32	32	**30.8**	26	.....	.....	30	30	**30.0**	31–33	30	35	30
22–Bread, plain white... "	8	8	8	8	8	**8.0**	5.5	8–8.7	8	8	8.7	**8.3**	7	6.5	8.3	6.3
23–Flour, family..... "	7.5–7.7	7.9	7.3	7.3	8.3	**7.7**	6.7	6.9	7	7	7.9	**7.2**	7.5	7	7.9	6.3
24–Rolled oats, standard. "	8	8	8	8	8	**8**	8	8	8	8	8	**8.0**	9	8	8	7
25–Rice, medium..... "	12–15	15	10	10	12	**12.1**	10	11	7	12	10	**10.0**	10	10	.....	9
26–Rice, Patna..... "	.....	.....	10	15	12	**12.3**	9	.....	12	15	15	**14.0**	.....	12	18	10
27–Tapioca, medium pearl "	20	15	25	20	20	**20.0**	18	18	15	20	25	**19.5**	15	20	20	18
28–Tomatoes, canned 3's can	30	28	25	25	30	**27.6**	25	24	25	28	27	**24.4**	25	25	25	25
29–Peas, canned 2's.... "	25	20	20	20	20	**21.0**	20	20	20	18	20	**19.5**	20	20	20	18
30–Corn, canned 2's.... "	25	25	25	25	25	**25.0**	25	24	25	25	23	**24.3**	20	25	25	22
31–Beans, common.....lb.	20	20	18	18	20	**19.2**	15	20	20	18	20	**19.5**	18	20	18	15
32–Apples, evaporated... "	.....	18	16	25	.....	**19.7**	14	22	.....	22	20	**21.3**	16	32	.....	.....
33–Prunes, medium..... "	15–20	15	16	18	18	**16.9**	16	18	18	18	16	**17.5**	18	20	15	15
34–Sugar, granulated.... "	12	11	10	10	10	**10.6**	10	10	10	10	10	**10.0**	10	11	11.1	10
35–Sugar, yellow..... "	11	10	9.1	10	10	**10**	9.5	10	9.1	9.1	10	**9.6**	9	10	10	9.5
36–Tea, black, medium.. "	50–55	55	55	55	50	**53.5**	50	60	60	55	55	**57.5**	50	45	45	40
37–Tea, green, medium.. "	.....	55	55	55	.....	**55.0**	60	.....	70	65	65	**66.7**	50	45	45	30
38–Coffee, medium..... "	40–45	45	45	40	40	**42.5**	45	45	40	40	45	**42.5**	50	40	45	40
39–Potatoes, local, per bag of 1½ bu., 90 lbs.....	$1.90	$ g1.50	$1.80	$2.25	$1.65	**$1.82**	$ g1.35	$2.10	$2.70	$1.75	$1.75	**$2.03**	$1.75–$2.00	$2.25	$2.70	$2.15
40–Vinegar, white wine, XXX, per quart.....	.12	.12	.09	.10	.13	**.112**	.12	.10	.12	.10	.125	**.111**	.18–.22	.15	.125	.10
41–Starch, laundry, per pound.....	.15	.12	.15	.15	.15	**.144**	.14	.15	.15	.14	.15	**.148**	.12–.14	.15	.15	.13
42–Coal, anthracite, stove size, per ton, 2,000 lbs..	16.80	.....	14.00	14.50	14.25	**14.89**	15.00	.....	.....	13.00	14.00	**13.50**	12.00	12.00	10.00	11.00
43–Coal, bituminous, domestic, per ton, 2,000 lbs..	4.80	5.35	7.00	8.00	8.50	**6.73**	8.00	7.50–8.50	8.00–10.00	9.00	8.00	**8.50**	12.00	10.00	11.00	10.50
44–Wood, hard, best, per long cord. (128 cu. ft.).....	6.00	6.00	6.00	9.00	8.00	**7.00**	8.00	8.00	6.40–b6.90	14.00	7.00	**8.90**	13.33–b14.67	12.00	12.00	13.00
45–Wood, soft, best, per long cord. (128 cu. ft.).....	5.00	5.00	4.50	6.50	4.50	**5.10**	8.00	4.00	b4.80	8.00	4.00	**5.20**	b11.33–12.67	8.00	11.00	c7.50 8.00
46–Coal oil, prime white, per gallon.....	.25	.25	.26	.25	.25	**.252**	.24	.24	.24	.22	.25	**.238**	.20	.25	.25	.22
47–Rent, house, 6 roomed, san. conveniences, mon.	14.00–18.00	14.00	16.00	25.00	18.00–20.00	**18.00**	8.00–10.00	20.00	12.00	16.00	14.00	**15.50**	22.00–25.00	12.00	16.00	14.00
48–Rent, house, 6-roomed, no san. con., per month	8.00–12.00	9.00	7.00	18.00–20.00	12.00–15.00	**11.70**	7.00–8.00	14.00	9.00	12.00	10.00	**11.25**	.....	8.00	14.00	7.00

*a*Prints. *g*Calculated from price per 100 pounds. *c*Slabs and millwood.

CANADA, AT THE MIDDLE OF MARCH, 1918

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	h.	c.	c.	c.	c.	c.	
28	32	30	28	**29.8**	38	30-32	30-35	33	35	33-35	35-38	35	32-34	30	34	30	35	35	1
28	32	25-28	28	**28.8**	34	30	28-32	30	32	30-32	30-33	32	30-31	28	30	30	32	32	2
18	25	22-25	20	**24.6**	32	26-30	30	32	25	28	28-32	28	24-26	25	28	28	28	25	3
18	22	20-22	22	**21.1**	30	25	23-25	25	23	20-23	23-25	25	22-24	19-22	25	25	25	24	4
25	28	30	20	**24.9**	30	18-20	20	25	27	28	28-32	30	32	30	33	25	30	28	5
35	32	32	28	**29.8**	38	30	.....	32	35	25	35-38	40	30	28-30	40	30	30	.....	6
30	32	40	32-33	**32.9**	38	32-35	35	32	42	34	37-40	40	38	27	40	35	30	35	7
30	32	42	32	**33.1**	40	35-38	35-40	34	42	35-38	40-45	40	40	38	42	35	40	38-40	8
35	35	37	32	**34.1**	40	30	30-35	.....	35	.....	35-38	32	33	32	40	25	34	30	9
35	45	45	48	**45.4**	50	45	40-45	52	55	50	45-48	55	45	48-50	50	44	44	45	10
12-18	20-30	15	12	**16.4**	10-12	10-25	13-25	15	20	15	11-22	18	20-25	18	20-23	25	12.5-20	22	11
.....	96	80	55	**67.7**	90	25	40	.....	.....	50	90	.....	.....	50	50	.....	.....	84	12
25	25-30	25	20-40	**25.6**	25-35	20-40	28-35	25	30	30	25-35	35	27	30	35	35-40	35	30	13
32	35	35	35-36	**33.7**	34	32-34	30-35	34	39	36	35	35	35	33	35	32	35	35	14
60	65	55	55	**61.9**	60	55-60	65	45	55	55	60-65	65	65	50-55	55	50-55	55	48	15
.....	55	.....	.....	**52.0**	.....	55	55	.....	.....	.....	55	.....	50-52	.....	55	.....	.....	.....	16
10	10	13	11	**11.4**	11	11-12	10-11	11	11.1	10-11.4	13.3	12	12	12.5	12	11.8	11-12	10.5	17
.....	53	.....	50	**49.3**	50	52-55	48-50	50	a52	45	45-50	.....	51	47	50	50	a50	47	18
52	55	55	54	**53.1**	53	55-57	50-55	55	57	50	55-58	60	55	53	55	53	54	51	19
30	33	37	.....	**33.7**	38	.....	30	34	35	35	38	35	.....	28	.....	32	35	34	20
.....	28	32	27-28	**30.6**	32	29-32	28	.....	30	30	28-30	32	30	.....	30	28	30	32	21
6.7	7.3	8	7.3	**7.2**	6.9	7.3	7.3	6.3	6.7	7.3	6.7	7.3	7.3	8	6.7-7.3	7.3	7.3	7.3	22
6.2	7.4	7.3	6-6.2	**7.0**	7.1	6.5-7.1	7.7	7.1	6.4	5.8	6.9	6.7	6.5	6.2	6.7	6	6.2	6	23
7	10	7	7.5	**7.9**	7.5	8	7	7	9	6.3	8	7	7.1	7	9	8	8.3	7	24
8	10	12.5	10	**9.9**	10	12.5	10-12	10	10	10	8	12.5	10-12	10	10	10	10	.....	25
10	13	15	14	**13.1**	10	15	12	12.5	13	12.5	11-12.5	12.5	12-15	13-14	13	12	12.5	10	26
20	16	20	15-18	**18.2**	18	20	18	20	15	18	18	20	20	18	20	18	20	20	27
32	23	25	20-25	**25.3**	25	23-25	20-25	25	25	30	20-25	25	25	25	25	25	25	25	28
25	25	20	18-20	**20.9**	18	15-20	18	20	20	20	20-30	20	20-22	18	20	20	20	18	29
25	22	25	20-23	**23.2**	25	20-22	23	25	23	25	25-30	25	23	25	25	25	25	20	30
15	18	20	14-15	**17.3**	15	12-15	13-15	15	18	15	15-18	15.5	20	15	15	20	15	15	31
25	25	18	25	**23.5**	22	18	15	.....	20	.....	25	.....	.....	15	.....	.....	25	20	32
15	25	15	12-15	**17.1**	18	20	18	18	17	17.5	15-25	18	18	15-18	18	20	18	15-18	33
10	11.1	9.5	9.8	**10.3**	10	10	10.5	10	9.5	10	10	10	10	10	10	11.1	11.1	10	34
9.1	10.5	9	9.3	**9.6**	9.5	10-9.1	9.1	9.1	9.1	9.1	9	9.1	9.1	10	9.5	10	10	10	35
40	40	45	50-55	**44.7**	60	55	40-45	55	60	40	50-55	50	50-55	50	60	50-60	55	50	36
40	40	40	40-45	**41.6**	50	50	40-45	55	55	30	50-55	40	35-40	50	60	50	50	45-50	37
40	40	30	40	**40.6**	45	40	40	35	45	40	40-50	30	35-40	30	45	30-50	45	30	38
			$2.25			$1.75	$2.25-						g						
$2.40	$2.50	$2.50	$2.35	**$2.34**	$2.20	$2.00	$2.50	$2.00	$2.25	$1.75	$2.75	$2.60	$2.85	$2.25	$2.50	$2.25	$2.00	$2.20	39
.10	.12	.15	.10	**.131**	.125	.10	.12	.10	.14	.10	.12	.125	.12	.12	.10	.10	.13	.10	40
.10	.12	.12	.10-.125	**.127**	.13	.13	.15	.12	.125	.12	.125	.14	.12-.14	.12	.15	.12	.13	.13	41
														9.00-				11.00	
10.00	10.00	10.40	9.75	**10.64**	10.50	10.60	11.50	12.50	12.00	11.00	10.00	e	10.00	12.00	10.00	10.00	10.50	11.40	42
						9.00-													
10.00	.....	8.50	.....	**10.33**	10.25	12.00	10.50	12.50	12.00	11.00	11.60	8.00	10.25	12.00	10.00	10.00	10.00	12.00	43
11.00-						12.75									16.00-				
12.00	15.00	14.00	13.00	**13.06**	12.00	15.00	13.00	11.00	12.00	14.00	b15.00	e	.....	17.00	20.00	14.00	14.50	15.00	44
9.00-						b													
10.00	9.00	c8.00	10.00	**9.41**	6.00	12.00	10.00	9.00	8.00	8.00	b9.00	e	.....	14.00	14.00	10.00	9.00	10.00	45
			.22-			b					.20-								
.22	.22	.30	.23	**.236**	.30	.25	.23	.22	.28	.25	.25	.22	.23	.20	.25	.25	.24	.25	46
12.00-	10.00-	14.00-	15.00				14.00-	15.00-	18.00-	12.00-	20.00-	13.00-		22.00-	15.00		14.00-	18.00	
14.00	12.00	18.00	20.00	**15.38**	24.00	16.00	18.00	18.00	20.00	15.00	30.00	18.00	16.00	23.00	20.00	16.00	16.00	22.00	47
9.00-	6.00-	12.00-	10.00				12.00-	12.00-	14.00-	10.00-	14.00-	10.00-		16.00-			10.00-	12.00	
12.00	10.00	13.00	15.00	**10.36**	17.00	11.00	15.00	15.00	16.00	12.00	18.00	13.00	14.00	18.00	13.00	12.00	12.00	15.00	48

b Calculated from price per wagon load. *e* Natural gas used.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin, steak.....lb.	35	32	35-38	32	32-35	33	32	35	35-38	35	35	33.9	35	30-35	33.8
2-Beef, round steak..... "	30	30	30-35	30	30	32	28	30	35	30	30	30.8	30	25	27.5
3-Beef, rib, roast, prime..... "	28	25	30	25	28	35	25	30	28-30	32	32	28.4	30	25	27.5
4-Beef, shoulder roast..... "	23	22	25	23	25	25	24	27	35-28	28	28	24.7	26	22	24.0
5-Veal, roast, forequarter.... "	25	26	22-25	25	25	28	25-30	30	25-38	30	30	27.7	22	20	21.0
6-Mutton, leg roast, hind'q'ter "	30	30	32	35	28	30	.....	32	35-38	35	35	32.7	36	35	35.5
7-Pork, fresh, roast, ham.... "	40	42	35-38	35	38	45	30-32	35	35-40	38	38	36.6	35	30	32.5
8-Pork, fresh, chops..... "	40	38	40	40	40	45	30-32	35	35-40	40	40	38.8	42	30	36.0
9-Pork, salt, mess..... "	20	36	36	.....	32	.....	.....	35	.....	40	40	33.6	35	25-28	30.8
10-Bacon, breakfast, not sliced "	48	.....	45-48	45	48	48	45	50	45	55-60	55-60	48.5	43	45	44.0
11-Fish, fresh, good quality... "	13-20	20	8	15	11-20	14-20	18	22	25-30	18	18	18.1	15	28	21.5
12-Fish, salt, herrings.....doz	60	40	40	30	50	25	.....	65	.....	60	60	53.5	90	.....	90.0
13-Salmon, canned, medium...lb.	25	32	35	25	.....	35	30	30-35	35	15-40	20-40	31.0	28	35	31.5
14-Lard, pure leaf, best..... "	34	34	32-35	32	35	33	28	33	34	33.3	35	33.9	35	35	35.0
15-Eggs, new laid.....doz.	45	45	55	50	40	50	50	65	60	75	75	56.1	55	55	55.0
16-Eggs, storage..... "	.....	.....	45	.....	.....	.....	.....	.....	.....	.....	.....	52.7	.....	40	40.0
17-Milk, delivered.....qt.	10	10	10	8.3	12	14	10	15	13.3	14.3	14.3	11.7	13.	12.5	12.8
18-Butter, dairy solids.....lb.	*a*48	46	49	48	48	52	45-47	50	48-50	47 5	55	49.2	.....	40	40.0
19-Butter, creamery prints.... "	55	48	52	55	55	55	50	52	57	55-60	55-60	54.2	55	50	52.5
20-Cheese, old..... "	35	32	30	32	34	36	30	33-35	.....	30	30	33.2	38	35	36.5
21-Cheese, new..... "	30	28	28	30	32	35	30	.....	35	30	30	30.4	30	.....	30.0
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	6.7	7.3	6.7	8.7	8	8.3	8.3	7.3	7.5	7.3	7.4
23-Flour, family..... "	6.3	6	6.3	6.3	6.9	6.4	6.3	7.1	6.8	6.3	6.3-7.3	6.5	6.3	6.7	6.5
24-Rolled oats, standard..... "	7	7.5	7.5	8	8	8.3	7.1	7	7	7.5	7.5	7.5	7	6.7	6.9
25-Rice, medium..... "	10	8	10	10-12	8	12.5	10-12	10	12.5	8.3	8.3	10.2	10	10	10.0
26-Rice, Patna..... "	12.5	10	13	15	10	14	12.5	15	15	15	8-12	12.4	12	12.5	12.3
27-Tapioca, medium pearl..... "	18	15	18	18	18	18	15	18	18	15-20	15-25	18.3	17.5	17.5	17.5
28-Tomatoes, canned 3's.....can	25	25	25	25	25	25	25	25	25	20	20	24.6	25	25	25.0
29-Peas, canned 2's..... "	20	20	20	20	20	20	20	22	20	15	15	19.1	17	20	18.5
30-Corn, canned 2's..... "	25	20	25	25	25	22	20	22	23	20	20	23.4	22	23	22.5
31-Beans, common..... "	17	15	18	17	20	30	15	20	18	15	15	16.9	12.5	12.5	12.5
32-Apples, evaporated..... "	25	.....	.....	15	.....	22	.....	27	18	20-25	20-25	20.8	23	18	20.5
33-Prunes, medium..... "	15	15	18	15	15	22	17	20	18	15	15	17.5	14	18	16.0
34-Sugar, granulated..... "	10	11.1	11.1	10	10	11	10	10	10	11.1	11.1	10.3	10.5	11.1	10.8
35-Sugar, yellow..... "	9 1	10	10	9.1	9.1	10	9.5	10	10	10	10	9.6	10	10	10.0
36-Tea, black, medium..... "	50	50	50	55	50-70	50-60	55	50	55	50-75	55-75	53.8	35	55	45.0
37-Tea, green, medium..... "	40	55	50	55	45-50	50-60	50	50	40	45-65	50-65	49.0	35	45	40.0
38-Coffee, medium..... "	40	45	45	40	40	35-40	40	45	40	40-50	40-50	40.4	28	40	34.0
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.50	$2.25	$2.50	$2.60	$2.75	$2.40	$2.00	$2.75	$2.75	$2.25	$2.25	$2.35	$1 95	$2.25	$2.10
40-Vinegar, white wine, XXX per quart.....	.10	.10	.13	.125	.10	.10	.125	.10	.15	.15	.15	.117	.10	.15	.125
41-Starch, laundry, per pound.....	.125	.13	.15	.09	.14	.12	.15	.15	.15	.15	.15	.133	.12	.15	.135
42-Coal, anthracite, stove size, per ton of 2,000 lbs.....	10.00	11.00	11.00	12.00	11.00	10.00	10.50	13.00	11.00	10.50	10.00	10.85	12.50	13.50	13.00
43-Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	11.00	10.00	10.00	10.00	8.50	9.50	.....	11.00	10.50	10.50	10.44	10.50 11.75	10.50	10.82
44-Wood, hard, best, per long cord (128 cu. ft.).....	11.00	12.00	15.00-18.00	8.50	*b*8.00	*e*	12.00	10.50	8.00	7.50-10.00	7.50-10.00	12.88	*d*9.50	*d*10.50	10.00
45-Wood, soft, best, per long cord (128 cu. ft.).....	7.00	10.00	.....	.....	*b*6.00	*e*	10.00	9.50	7.50	6.50-7.50	6.00-7.50	9.14	*d*7.50	*d*8.50	8.00
46-Coal oil, prime white, per gallon.....	.25	.22	.20	.18	.24	22	22	.25	.25	.25	25	.237	.25	.30	275
47-Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.50-25 00	15.00-22 00	15 00-18 00	22.00	10.00-13.00	22.00	20 00-25.00	15.00-25 00	15.00-25.00	18.27	25.00	18 00-20 00	22.00
48-Rent, house, 6-roomed, no san. conveniences, per mo.....	10 00	10 00	12 00-17 00	8.00-12 00	10 00-12.00	16.00	7.00-10.00	14.00	13 00-15.00	10.00-15.00	10.00-15 00	12.88	17 50	12 00-15.00	15.50

*a*Prints. *b*Calculated from price per wagon load. *d*Poplar, tamarac, jackpine, etc.

CANADA, AT THE MIDDLE OF MARCH, 1918.—Concluded

Saskatchewan				Alberta					British Columbia										
Regina	Prince Albert	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
35	30	32	32.3	35	30	35	35	33.8	36	40	40	33–38	35	35	35	36.6	33.3	1
25	25	30	26.7	30	28	32	30	30.0	32	35	35	30–35	30–32	30	32	32.5	30.2	2
27	25	30	27.3	27	25–32	34	28	29.4	28	28–32	34	25–30	30	28	35	30.4	27.8	3
22	25	25	24.0	22	20–22	25	24	23.0	26	22–30	30	25	24	22	25	25.4	23.8	4
25	25	30	26.7	30	.....	.....	35	32.5	30	.....	30	35	30	25	30	30.0	26.0	5
38	30	30	32.7	35	35–38	38	35	36.1	40	38	38	35	38	40	45	39.1	32.3	6
33	25	30	29.3	35	35	38	34	35.5	36	38	40	[illegible]	30–34	32	35	35.1	34.4	7
38	30	32	33.3	35	40	40	35–40	38.1	35	35–45	40	30–35	35–45	32	42	37.4	36.4	8
.....	23	25	24.0	30	33	35	.....	32.7	35	.....	36	30	.....	35	20	31.2	32.6	9
55	45	50	50.0	45	45–50	44	45	45.4	46	42–50	46	45	46	45	50	46.3	46.5	10
27	15–25	20	22.3	15	25	25	25	22.5	25	28	25	30	25	12.5	15	22.9	18.3	11
1.00	.....	75	87.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60.0	12
35–40	30	35	34.2	15	.....	40	.....	27.5	25	30	35	35	25	24	30	29.1	30.6	13
35	35	35	35.0	30	28	35	35	32.0	35	33	40	35	28	32	31	33.4	34.0	14
60	50	60	56.7	75	70	65	60	67.5	75	60	60	50	55–60	50	55	58.2	58.9	15
.....	.....	50	50.0	50	45	45	.....	46.7	.....	.....	50	.....	45	.....	50	48.3	50.5	16
14	12.5	14.3	13.6	14.3	12.5	12.5	12	12.8	14.3	15	15	12.5	12.5	14.3	12.5	13.7	12.0	17
45	a45	45	45.0	a50	45	50	a55	50.0	.....	.....	.....	55	45	55	45	50.0	48.8	18
55	50	50	51.7	60	55	55	60	57.5	55	55	55	60	56	65	60	58.0	54.3	19
35	35	35	35.0	25	30	30	35	30.0	.....	.....	.....	35	35	35	32	34.3	33.1	20
.....	.....	.....	.....	25	.....	30	35	30.0	30	33	30	.....	32	29	32	31.0	30.4	21
8.3	7.3	8.3	7.9	7	8	8	8.3	7.8	8.9	8.9	8.9	8.9	8.9	8.9	10	9.1	7.7	22
6.9	6.5	6.5	6.6	6.3	6	6.3	6.3	6.2	6.5	6.7	7.1	6.3	6.7	6.3	6.1	6.5	6.7	23
8.6	7	7.5	7.7	8	7.5	8	8	7.9	8.1	8.5	7	6	8	8	8	7.7	7.7	24
12.5	8.3	10	10.3	10	10	9	12.5	10.4	10	10	11	11	10	10	10	10.3	10.3	25
17.5	10	.....	13.8	.....	12.5	12.5	.....	12.5	.....	.....	.....	.....	.....	10	.....	10.0	12.6	26
20	15	15	16.7	15	17.5	18	17.5	17.0	17.5	15	16	17.5	18	17	15	16.6	18.1	27
25	25	25	25.0	25	.....	25	27.5	25.8	20	25	19	20	25	20	20	21.3	24.6	28
20	20	20	20.0	20	20	20	20	20.0	20	20	16	17.5	20	20	20	19.1	19.6	29
20	20	20	20.0	25	23	25	25	24.5	22.5	25	21	25	28	23	20	23.5	23.5	30
20	15	15	16.7	15	12.5	16.7	20	16.1	12.5	15	15	17.5	14	15	15	14.9	16.8	31
15	15	15	15.0	20	30	30	30	27.5	30	.....	21	20	25	15	20	21.8	21.3	32
17.5	20	15	17.5	17.5	17.5	17	20	18.0	15	15	17	17.5	15	15	15	15.6	17.1	33
11.5	11.5	11.1	11.4	*10.8	12.5	12.5	*11.5	11.8	11.1	11.1	*11	10	11.1	11.1	11.1	10.9	10.8	34
12.5	12.5	10	11.7	12.5	12.5	11.1	12	12.0	10	10	*11	9.1	10	11.1	10.5	10.2	10.0	35
50–60	55	60	56.7	30	45–50	50	50–55	45.0	40	45	45	50	40	45	50	45.0	50.9	36
50–60	55	50	53.3	40	45–55	40	55	46.3	40	45	35	50	40	45	50	43.6	48.4	37
45–50	45	45	45.8	40	35–50	35–40	40–45	40.6	37.5	40	40	40	35	40	40	38.9	40.7	38
									g	g	g			g	g			
g$2.55	$1.65	$2.50	$2.23	$2.85	$1.65	$1.80	$2.70	$2.25	$2.02	$1.89	$1.80	$1.25	$1.30	$1.49	$1.80	$1.65	$2.165	39
.15	.15	.15	.15	.20	.15	.15	.20	.175	.30	.25	.30	.15	.25	.15	.20	.225	.137	40
.15	.15	.15	.15	.125	.125–.15	.15	.18	.148	.15	.15	.16	.125	.12	.14	.15	.142	.137	41
.....	f15.00	14.75	14.88	e	.....	5.75–7.50	.....	6.63	.....	9.75	8.50	.....	.....	.....	.....	9.13	11.47	42
9.75	7.00–11.00	8.75	9.17	e	f4.75–5.00	5.75–7.50	6.00	5.84	3.25–5.65	7.50	10.00	9.30	8.80	8.00–8.80	h5.75–6.00	7.76	9.26	43
d10.00	d6.00	.....	8.00	e	d4.00	d5.50	d7.00	5.50	.....	.....	d7.50	.....	.....	.....	.....	7.50	10.97	44
d9.00	d5.00	d8.00	7.33	e	d4.00	d5.25	b &cd 9.75	6.33	d9.00	d7.50	d7.50	d7.00	bd4.50 5.63	d6.00	.....	7.01	7.91	45
.30	.30	.35	.317	.35	.30	.35	.35	.338	.40	.50	.....	.30	.30	.35	.30	.358	.263	46
30.00	15.00	20.00	21.67	20.00	22.00	25.00–35.00	18.00–20.00	22.75	20.00	15.00	30.00	15.00–18.00	21.00	12.00–16.00	15.00–20.00	19.14	18.22	47
10.00–15.00	10.00	10.00	10.83	12.50	12.00	15.00–25.00	10.00	13.63	18.00	10.00	20.00	10.00–12.00	18.00	.....	12.00–15.00	15.08	12.53	48

*f*Lignite. *20 pound lots. *g*Calculated from the price per 100 lbs. *h*Including $1.00 for delivery

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA.

Commodities.	Quantity	1905*	1906*	1910	1911	1912	1913	1916	1917	March 1914	March 1915	March 1916	March 1917	†Feb. 1918	†Mar. 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	60.2	48.0	46.6	44.4	56.2	65.2	66.6
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	41.3	32.8	32.0	33.2	38.2	46.4	47.6
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	22.7	17.3	17.7	17.9	21.6	25.7	26.0
Mutton, roast, hindq'.	1 "	11.8	12.2	16.8	18.0	17.8	19.1	23.3	28.1	20.9	20.5	22.1	26.5	31.9	32.3
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	29.6	20.2	18.5	20.5	26.8	34.1	34.4
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	53.5	36.8	34.8	36.8	46.8	63.2	65.2
Bacon, breakfast	1 "	15.4	17.8	24.5	23.3	22.5	24.7	28.8	38.5	25.9	24.9	27.2	33.3	45.6	46.5
Lard, pure leaf	2 "	26.2	28.2	40.6	36.0	35.6	33.4	40.4	59.4	37.6	35.2	37.2	52.8	67.4	68.0
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	48.9	37.0	28.6	33.9	46.9	63.8	58.9
Eggs, storage	1 "	20.2	23.4	28.4	27.9	31.2	23.1	32.7	42.4	33.3	26.7	29.1	41.8	49.0	50.5
Milk	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	52.6	62.2	53.4	55.2	52.8	60.6	71.4	72.0
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	86.4	61.2	64.4	67.0	85.4	95.4	97.6
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.0	35.5	37.4	38.7	48.7	52.8	54.3
Cheese, old	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	33.0	21.2	23.4	24.3	31.9	33.2	33.1
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	30.4	19.2	21.8	23.4	30.1	30.4	30.4
Bread, plain, white	15 "	55.5	53.5	66.0	64.5	60.0	61.5	74.3	104.4	64.5	72.0	69.0	90.5	112.5	114.5
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	64.2	32.0	43.0	38.0	53.0	65.0	67.0
Rolled, oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	30.5	21.0	26.0	24.0	27.5	37.5	37.5
Rice, good medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	11.8	11.8	12.4	13.0	20.2	20.6
Beans, handpicked	2 "	8.6	9.7	10.8	10.4	11.6	12.4	19.5	29.8	12.0	13.6	17.9	25.6	33.8	33.6
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	12.5	11.8	13.5	14.2	20.5	21.3
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	15.4	12.2	12.8	12.8	14.0	17.2	17.1
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	39.9	22.4	32.4	32.8	36.4	42.0	42.4
Sugar, yellow	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	18.5	10.4	14.6	15.0	16.8	19.8	20.0
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	11.5	8.6	9.2	9.9	10.7	12.7	12.7
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.1	9.7	10.1	10.7	12.2	12.1
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	10.1	9.5	9.7	10.0	10.0	10.2	10.2
Potatoes	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	58.7	89.2	40.7	33.0	61.0	98.7	73.7	72.2
Vinegar, white wine	½ qt.	.7	.7	.7	.7	.8	.8	.8	.8	.7	.8	.8	.8	.8	.9
All foods	.....	**$5.48**	**$5.96**	**$6.95**	**$7.14**	**$7.34**	**$7.34**	**$8.79**	**$11.42**	**$7.68**	**$7.88**	**$8.36**	**$10.70**	**$12.54**	**$12.65**
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	⅓ lb.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.1	3.2	3.3	3.5	4.6	4.6
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	67.0	54.6	53.5	53.5	66.6	74.1	71.7
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	38.6	37.2	37.6	51.1	58.3	57.9
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.9	52.9	41.9	41.4	41.6	49.6	64.8	68.6
Wood, soft	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	38.9	31.9	31.3	30.3	36.1	49.4	49.4
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	25.0	23.7	23.8	23.0	23.4	25.8	26.3
Fuel and lighting	.....	$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	$2.37	$1.91	$1.87	$1.86	$2.27	$2.72	$2.74
Rent	.....	$2.37	$2.89	$4.05	$4.05	$4.60	$4.75	$4.04	$4.32	$4.77	$4.22	$3.96	$4.16	$4.49	$4.56
Grand total	.....	**$9.37**	**$10.50**	**$12.79**	**$13.00**	**$13.79**	**$14.02**	**$14.78**	**$18.15**	**$14.39**	**$14.01**	**$14.21**	**$17.16**	**$19.80**	**$20.00**

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11.39	$7.43	$7.71	$8.49	$10.57	$12.50	$12.61
Prince Edward Island	4.81	5.26	5.81	5.80	6.11	6.34	7.57	9.79	6.68	6.61	7.45	8.94	10.97	11.07
New Brunswick	5.38	5.83	6.55	6.84	7.13	7.04	8.70	11.22	7.36	7.23	8.44	10.38	12.65	12.61
Quebec	5.15	5.64	6.33	6.46	6.97	6.87	8.48	11.15	7.23	7.38	8.14	10.56	12.37	12.62
Ontario	5.01	5.60	6.50	6.67	7.25	7.20	8.84	11.60	7.49	7.70	8.32	10.89	12.66	12.72
Manitoba	5.85	6.19	7.46	7.41	7.88	7.87	8.68	10.73	8.24	7.85	8.51	10.08	12.04	12.07
Saskatchewan	6.86	6.92	7.86	8.08	8.16	8.25	8.86	11.11	8.24	8.31	8.46	10.37	12.69	12.63
Alberta	6.02	6.50	8.00	8.08	8.15	8.33	8.79	11.55	8.69	8.37	8.40	10.90	12.87	12.98
British Columbia	6.90	7.74	8.32	8.79	9.03	9.13	9.25	11.83	8.96	8.98	8.72	10.90	12.61	12.95

*December only. †Saskatoon omitted.

prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen .

Retail Prices

Beef advanced in several of the cities, chiefly in Western Canada. Mutton and veal declined slightly in a few of the cities, but were upward in others. There were several advances in pork and bacon. Prices of fish were lower in some localities, but were higher in others, while in lard there were many advances.

Eggs declined in many of the cities, but storage eggs were off the market in many localities. Milk declined only in Peterborough, Ont. Butter was comparatively steady, there being increases in several cities and decreases in only three or four.

Bread advanced at Three Rivers, St. Hyacinthe, St. John's, Hull, Brantford, Woodstock, Winnipeg, Brandon, Edmonton and Fernie. Flour was higher in many of the cities. Rolled oats also showed some advances. Rice advanced, but tapioca was almost unchanged.

Canned tomatoes, peas and corn were steady. Beans advanced in one city, but declined in two. Evaporated apples were higher in several of the cities, prices exceeding 25c per pound in many localities. Sugar, tea and coffee were steady.

Potatoes advanced at Halifax, St. John, Niagara Falls, St. Catharines, Brantford, St. Thomas, Chatham, Regina and Moose Jaw, but declined at Toronto, Charlottetown, Fredericton, Newcastle, Three Rivers, Sorel, Hull, Belleville, Peterborough, Chatham, Windsor, Cobalt, Winnipeg, Calgary, Fernie, New Westminster and Vancouver.

Anthracite coal declined at Quebec, Charlottetown, St. John's, Brockville, Belleville, Stratford, but advanced at Three Rivers, Orillia, Toronto, St. Catharines, and Cobalt. Bituminous coal showed only slight changes. Hardwood was higher in Hull, Ottawa, Kingston, Belleville, Peterborough, Orillia, Brantford, London, Port Arthur and Fort William. Soft wood was also higher in several of these localities.

Rents advanced at St. Thomas, Three Rivers, Truro, but in several localities leases were being made at higher rates than before for the next twelve months.

Wholesale Prices.

Grains and fodder. — Wheat was steady at the prices fixed in 1917. Barley rose to $1.98 per bushel at Winnipeg, but fell to $1.70. At Toronto, barley was up to $1.85, but fell to $1.80. Oats rose to 98¾c at Winnipeg and to 98c at Toronto. The Board of Grain Supervisors fixed the price for delivery in May and this tended to steady the market. At the end of the month the price was down to 94c. American corn rose to $2.05 at Toronto. Flaxseed rose to $3.97, but eased off 15c. Peas were down to $3.60-3.70, a drop of 10c. Rye advanced from $2.25 to $2.50. Hay was up to $17.00 per ton at Montreal for No. 2 and also advanced $1.00 at Toronto.

Animals and meats.—At Winnipeg, the best butcher cattle rose to $12.00 per hundred, a rise of 50c. At Toronto, the highest grade reached $12.75 at the end of the month. Dressed beef, hindquarters, was slightly easier at $20.00-22.00, as compared with $22.00-23.00 the month before. Forequarters, however, had fallen from $16.00-18.00 to $16.00-17.00 in February, but recovered to $16.00-18.00 in March. Hogs rose to $19.50-19.75 per hundred at country points in Ontario. Dressed hogs rose to $25.00-26.00. Ham advanced to 33-34c per pound. Lard rose to 30-31c per pound. Sheep continued at $14.50, but mutton advanced to $20.00-22.00. Fowl was down to 24-30c, and turkeys were steady at 35-36c at Montreal.

Dairy products.—In butter, the finest grade at Montreal declined from 51c to 48½c per lb., but rose to 49c. At Toronto, creamery butter reached 48-49c at the end of February and 49-50c at the middle of March, while dairy butter rose from 32-41 to 38-42c. Fresh eggs were down from 65c per dozen to 55c at the

Index Numbers of Wholesale Prices by Groups of Commodities for March, 1918, February, 1918, and March, 1917, 1916, 1915, 1914 and 1913

(Average price 1890–1899—100.)

	Number of commodities.	INDEX NUMBERS						
		March* 1918	Feb.* 1918	*March 1917	March 1916	March 1915	March 1914	March 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	443.4	420.1	297.5	176.5	230.0	144.3	137.2
Grains, Western	4	383.0	352.9	255.4	162.2	199.1	125.6	116.6
Fodder	5	215.3	210.7	201.1	176.1	192.6	163.8	144.8
All	15	353.4	332.4	254.1	172.5	209.3	145.8	134.2
II.—ANIMALS AND MEATS—								
Cattle and beef	6	325.5	324.9	270.9	207.0	207.7	221.0	181.7
Hogs and hog products	6	358.1	345.6	273.1	192.2	154.5	175.9	180.6
Sheep and mutton	3	321.1	277.5	236.3	211.0	167.5	170.4	157.1
Poultry	2	382.2	381.3	305.7	271.5	200.8	221.8	190.1
All	17	342.5	330.5	269.1	200.1	181.0	196.2	179.1
III.—DAIRY PRODUCTS	9	245.9	264.1	224.2	171.1	163.1	162.9	152.2
IV.—								
Prepared fish	6	241.6	241.6	186.4	151.8	153.9	153.6	160.5
Fresh fish	3	225.8	225.8	212.7	182.0	153.9	161.0	171.5
All	9	236.3	236.3	195.1	161.9	154.0	156.1	164.2
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	1	193.0	229.8	257.4	174.6	128.7	165.4	124.1
Fresh fruits, foreign	3	180.8	160.1	122.3	98.7	85.3	84.2	100.1
Dried fruits	4	272.0	269.5	192.3	150.3	121.9	119.1	113.2
Fresh vegetables	5	319.2	339.0	511.1	266.1	136.5	188.7	128.3
Canned vegetables	3	252.9	251.2	181.9	102.4	101.2	97.7	125.2
All	16	261.1	264.8	280.8	169.3	116.2	139.4	118.4
(b) Miscellaneous groceries—								
Breadstuffs	10	261.2	260.4	203.2	147.5	166.6	124.4	125.8
Tea, coffee, etc	4	151.6	151.6	141.6	125.4	113.3	107.7	118.2
Sugar, etc	6	250.0	244.9	179.4	158.6	142.6	102.8	108.8
Condiments	5	225.1	225.1	157.8	141.9	120.3	104.6	96.9
All	25	233.8	232.2	178.5	145.2	143.1	112.5	114.7
VI.—TEXTILES—								
Woollens	5	388.5	369.2	253.7	213.3	159.2	138.0	124.3
Cottons	4	300.5	291.1	192.2	143.6	121.5	144.7	141.6
Silks	3	133.4	131.5	115.0	108.8	79.7	95.5	86.2
Jutes	2	609.5	609.5	415.0	320.8	198.1	226.5	205.5
Flax products	4	388.4	388.4	280.7	203.4	153.7	114.7	120.4
Oilcloths	2	177.7	177.7	139.8	125.6	101.1	104.6	104.7
All	20	333.6	327.1	230.7	183.7	136.7	133.8	127.4
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow	4	263.6	264.7	291.9	233.2	221.2	198.9	174.0
Leather	4	263.3	263.3	268.5	187.7	172.2	151.4	152.3
Boots and shoes	3	230.9	232.9	221.1	180.6	158.3	155.7	153.9
All	11	254.6	255.5	264.1	202.1	186.2	169.9	160.6
VIII.—METAL AND IMPLEMENTS—								
Iron and steel	11	279.8	282.6	190.3	137.3	102.7	103.3	107.2
Other metals	12	261.6	251.0	274.4	299.6	158.6	125.4	133.8
Implements	10	221.6	214.7	165.2	127.9	108.2	106.6	105.6
All	33	255.5	250.5	213.3	193.5	124.6	112.7	116.9
IX.—FUEL AND LIGHTING—								
Fuel	6	236.7	235.8	222.3	158.3	119.4	128.5	137.8
Lighting	4	120.2	120.2	103.7	88.5	90.0	92.7	91.0
All	10	190.1	189.6	174.9	129.6	107.6	114.2	119.0
X.—BUILDING MATERIALS—								
Lumber	14	251.8	233.2	193.5	180.2	178.4	183.0	178.0
Miscellaneous materials	20	216.9	212.7	191.3	141.1	110.1	113.8	112.3
Paints, oils and glass	14	297.4	273.7	244.4	190.1	148.0	140.2	145.4
All	48	250.6	236.5	207.4	166.8	141.1	141.7	141.2
XI.—HOUSE FURNISHINGS—								
Furniture	6	207.3	207.3	177.5	143.6	146.7	147.1	146.6
Crockery and glassware	4	279.8	279.8	208.4	183.8	155.1	133.9	127.9
Table cutlery	2	150.7	150.7	132.2	126.6	80.3	72.4	72.4
Kitchen furnishings	4	239.7	222.9	160.3	132.4	123.4	124.6	118.9
All	16	226.4	222.2	170.2	148.7	134.7	128.8	125.7
XII.—DRUGS AND CHEMICALS	16	290.5	294.4	246.3	261.4	157.7	111.1	112.7
XIII.—MISCELLANEOUS—								
Raw furs	4	535.4	511.5	403.7	287.4	133.8	236.0	353.9
Liquors and tobaccos	6	214.7	207.9	164.8	143.5	135.3	138.8	135.0
Sundries	7	217.2	210.1	157.2	139.2	116.1	108.2	114.7
All	17	291.2	280.2	219.0	175.2	127.0	149.1	178.1
All commodities	262†	269.2	263.5	220.6	177.9	145.4	137.0	136.0

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

beginning of the month and by the last week were down to 47c. Storage eggs declined to 38-40c in the second week and were then off the market at Toronto. Prices of milk at Montreal, Toronto and Victoria were unchanged in March, but the producers set the same price for the summer months as in the winter, the prices being much higher than the year before.

Fish.—The market for dried fish at Halifax was firmer, as prices were higher in the West Indies. Supplies of salt fish were exhausted and new supplies were not expected for about two months. The export of lobsters to Boston was reported to be curtailed by the lack of shipping.

Fruits and vegetables.—Apples were down $1.00 a barrel for No. 1 fruit at Toronto, being quoted at $4.50-6.00. Bananas, lemons and oranges were slightly higher. Prunes were also up. Potatoes were down to $1.90-2.10 at Toronto and to $1.55 at Montreal. Onions were down to $1.00 per hundred. Canned peas and tomatoes were slightly higher.

Miscellaneous foods.—Rice advanced to 8½c per pound. Glucose was 20c per hundred higher. Barbados molasses rose to 96c per gallon for choice.

Textiles. — Washed wool rose to 80-85c per pound at Toronto, and unwashed wool to 58-63c. Raw cotton was up to 33.65c per pound. Grey cottons and prints were also higher. Japan silk rose to $5.60 per pound. Spool silk was up to 48c per dozen. The price of jute and hessians was unchanged. Owing to restrictions on shipments, prices were only nominal.

Hides, leathers, boots and shoes. — Beef hides declined to 12c per pound, but horsehides were slightly upward at $5.50-5.60 each. Tallow was also up 1c to 14-15c per lb. In some lines of leather and boots in which there were large stocks, prices were easier.

Metals and implements.—Tin plates were lower, but wrought iron scrap was higher. Aluminium was down to 32c per pound at New York, having been fixed by the United States Government. Tin advanced to $1.00 per pound. Axes and coil chains were higher.

Fuel and lighting.—Prices were steady at the same levels reached in February.

Building materials.—New Brunswick spruce deals advanced to $27.00 per thousand and shingles rose to $4.40-4.65. Pine rose about $3.00 per thousand at Ottawa. At Toronto, No. 1 pine and hardwoods advanced about $10.00 to $12.00 per thousand. At Victoria, B.C., lumber rose about $3.00 per thousand. Brick advanced $1.00 per thousand at Toronto. Fire brick rose from $70.00 per thousand to $80.00. Cement, plaster of Paris, pitch, sash weights and wire fencing advanced, but hinges were down. Putty, white lead, linseed oil, Venetian red and window glass advanced, but turpentine declined.

House furnishings.—Celluloid and bone-handled knives were very scarce and difficult to obtain as well as high in price, being practically off the market. Wooden pails and tubs were higher, while brooms also advanced.

Drugs and chemicals. — Brimstone eased off ¼c per pound. Caustic soda was down to 9½c. Muriatic acid fell from 8c per pound to 7c.

Miscellaneous.—Muskrat skins rose to 75-85c each. Malt advanced to $2.30 per bushel. Ground wood pulp was slightly easier. Binder twine advanced to 23½c for the best grade. Laundry soap advanced to $7.25 per box.

Prices in Other Countries

In the United Kingdom, the retail prices of food averaged slightly lower at the first of March than a month before, eggs and butter having declined nearly two per cent. While food prices, weighted according to pre-war consumption, appeared more than twice as high as before the war, and the increase in prices of other items would make the general increase in the prices of supplies for a workingman's family 90 per cent, it was estimated by the Ministry of Labour that,

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria b 18 foods Vienna	Germany b 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910...	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	82
1916...	8.79	.....	1506	1268	.....	.....	.....	167	.....	.....	100
1914											
Jan....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	91
Avril...	7.50	.....	1162	.....	.....	.....	96.2	113c	111	.....	85
July ..	7.42	100	1164	1070	100	100	94.3	.....	113	100	90
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	121c	115	103	93
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	91
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	87
July...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	88
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	90
1916											
Jan....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	94
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	96
July...	8.45	161	1516	1276	.....	217.6	124.6	170	199d	142*	97
Oct....	9.30	168	1454	1289	.....	209.4	124.2	179	206d	152*	106
1917											
Jan....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	112
Feb....	10.46	189	1462	1346	.....	.....	145.6	187	.....	166	117
Mar ...	10.70	192	1462	1346	.....	.....	151.5	191	230d	170	117
April...	10.77	194	1473	1357	.....	.....	154.6	192	240d	175	127
May...	11.82	198	1473	1367	288.3	.....	157.7	203	257d	175	133
June...	11.89	202	1473	1365	311.6	.....	162.1	208	.....	175	131
July...	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	128
Aug ...	11.68	202	1502	1363	273.2	.....	168.2	.....	266d	181	130
Sept....	11.65	206	1506	1376	.....	.....	177.0	.....	.....	187	134
Oct....	11.81	202	.....	1392	.....	.....	.....	.....	.....	192	138
Nov....	12.10	206	.....	1396	.....	.....	.....	.....	.....	.....	136
Dec....	12.24	205	.....	1417	.....	.....	.....	.....	.....	212	139
1918											
Jan. ..	12.42	206	.....	.....	.....	.....	.....	.....	.....	221	.....
Feb....	12.54	208	.....	.....	.....	.....	.....	.....	.....	.....	.....
March.	12.65	207	.....	.....	.....	.....	.....	.....	.....	.....	.....

a. January-March, 1914. b. British Labour Gazette. c. January-July, 113; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

Number of Commodities.	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales.	Commonwealth	
	172	44	45	294	25b	96	200	22b		92	92
1890..	110.3	102.2	72	66	109.252	.....	91.56a	43.4	.....	.....	1053
1895..	95.6	87.6	62	57	94.604	6.4346	81.51	42.0	.....	.....	760
1900..	108.2	110.5	75	65	99.388	7.8889	91.41	44.2	1000c	.....	894
1905..	113.8	103.2	72	69	110.652	8.0987	98.31	.....	.....	.....	910
1910..	124.2	113.2	78	81	137.172	8.9881	119.17	59.3	1205	.....	1003
1916..	182.0	196.3	137	100	175.720	11.8236	148.80	74.9	1873	.....	1504
1914											
Jan...	136.5	119.0	83.5	81	142.452	8.8857	124.528	58.2	1337	.....	1085
April..	136.7	117.5	82.3	80	141.120	8.7562	119.791	57.7	1389	.....	1113
July...	134.6	116.6	82.4	80	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	80	150.245	9.2416	123.351	62.9	1303	.....	1229
1915											
Jan...	138.9	136.5	96.4	80	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	81	154.94	9.7753	125.090	67.8	1487	1362	1660*
July..	150.2	149.1	106.4	82	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	82	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan...	172.0	174.5	123.6	89	150.20	10.9613	137.666	65.6	1677	1300	1502*
April..	179.1	190.5	134.2	94	164.61	11.7550	145.690	71.3	1878	1297	1493*
July..	178.8	191.1	130.5	97	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct...	187.2	208.7	141.5	108	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan...	208.1	225.1	159.3	122	208.88	13.7277	169.562	87.4	2049	1330	1525*
Feb...	217.3	230.5	164.0	126	229.33	13.9377	176.273	90.5	2064	1330	.....
March	220.6	240.9	169.0	130	239.00	14.1360	186.244	96.4	2061	1344	.....
April..	228.7	244.5	173.0	139	262.50	14.5769	190.012	109.2	2049	1361	1587*
May..	240.0	246.0	175.0	147	288.16	15.1203	208.435	118.5	2089	1371	.....
June..	242.7	256.6	181.2	150	276.53	15.4680	211.585	114.2	2078	1441	.....
July..	242.6	254.4	176.9	151	265.20	16.0680	211.950	116.4	2083	1483	.....
Aug...	245.0	257.1	175.7	151	267.59	16.3985	218.779	117.9	2128	1517	.....
Sept...	243.2	256.1	176.4	149	276.80	16.6441	215.010	119.4	.....	1519	.....
Oct....	242.6	259.1	180.6	.....	280.205	16.9117	219.679	120.1	.....	.....	.....
Nov...	247.3	262.2	182.9	.....	276.804	17.0710	220.750	119.9	.....	.....	.....
Dec...	253.5	265.7	185.1	.....	279.248	17.5966	220.172	121.4	.....	.....	.....
1918											
Jan...	258.1	262.9	186.2	.....	278.696	17.9636	222.175	118.9	.....	.....	.....
Feb ..	263.5	265.0	187.3	.....	286.844	18.0776	227.020	121.9	.....	.....	.....
Mar..	269.2	.....	.....	.....	286.430	18.0732	227.977	126.1	.....	.....	.....

a July of each year. b. Foods. c. 1901-1000—. *Quarter beginning that month.

owing to the reduction in the consumption of some articles and the substitution of cheaper foods, the average expenditure on foods had increased by only 45 per cent over July, 1914. Rents were reported nearly unchanged. In wholesale prices the index numbers of the *Economist* and the *Statist* showed increases at the end of February.

In the United States, the Bureau of Labour Statistics reported in its Monthly Review for March that the retail prices of foods were higher in December, 1917, than in November. In wholesale prices, the index numbers of Dun and Bradstreet were higher at the first of March. Butter, eggs, hides, leather, naval stores, drugs and chemicals were lower, but increases were reported in other lines.

In France, the General Statistical Office reported the retail cost of food in French cities over 100,000 in population, not including Paris, to be 84 per cent higher in the third quarter of 1917 than in 1914. In Paris, food prices in October, 1917, were 84 per cent higher than in 1914. Both calculations were based on pre-war family budgets.

In Norway, the Department of Social Affairs reported the expenditure of a family in November, 1917, to be 1 per cent higher than in October, but 128 per cent higher than in July, 1914, food being up 130 per cent, fuel 725 per cent, lighting 108 per cent, clothing 194 per cent, and rent 10 per cent.

In Switzerland, the Swiss League for Reducing the Cost of Living reported the general level of retail food prices on Dec. 1, 1917, to be about the same as three months before, but 90 per cent higher than on June 1, 1914. Other necessaries rose about 2.8 per cent from September to December and were 97.4 per cent higher than on June 1, 1914.

In Portugal, the Ministry of Labour and Social Affairs reported its index number of the cost of living, based on the retail prices of 30 commodities in 1913, to be 165.0 in June, 1917, as compared with 158.3 in January, 1917, for Lisbon; and, for Oporto, 184.6 in June, as compared with 148.6 in January, 1917.

In Japan, the index number of the *Oriental Economist,* Tokyo, was reported to be 193.5 for January, 1918, as compared with 181.3 in December, 1917, and 140.0 in February, 1917.

LABOUR LAWS ENACTED OR IN PROSPECT DURING 1918

THE 1918 sessions of the legislatures have come to a close in the provinces of Quebec, Ontario and Manitoba, with Manitoba well to the fore in the labour legislation record for the year. The new Minimum Wage Act of that province is important as being the first of its kind in Canada. The Act provides for the appointment of a Board with power to make orders as to minimum wages, hours of employment and conditions of labour for female employees in mail order houses, shops and factories in any city of the province. By the enactment of an Employment Bureau Act, Manitoba becomes the fourth province to provide for provincial employment offices. Quebec was the pioneer in this field with the Act of 1910—"An Act Respecting the Establishment of Employment Bureaus for Workingmen." In the Trades and Labour Branch Act of 1916, the Ontario Government required the new branch to "establish and maintain in the various centres of population throughout Ontario employment bureaus and similar agencies for obtaining suitable employment for workingmen." The Government of the Province of British Columbia inserted a similar clause in the Act which created the new Provincial Department of Labour in 1917. The Manitoba act charges the new bureau with the establishment of employment offices at Winnipeg and such other places as may be designated by order-in-council. The service is to be entirely

free and the offices are to be strictly neutral in trade disputes. The act will come into force on proclamation by the Lieutenant-Governor-in-Council.

An amendment to the Fair Wage Act of Manitoba provides for the meeting of the Board in March instead of July. It is hoped that the holding of the meeting at the beginning rather than in the middle of the building season will save the industry from much of the unrest which accompanies the promulgation of new wage schedules. The Shops Regulation Act has been amended to include "fruiterers" and "confectioners," and any store selling groceries may now be required by municipal by-law to close at the same hour as stores wherein the principal or only trade is that of a grocer. Sections 39 and 41 of the Manitoba Factories Act dealing with the reporting of accidents have been replaced by new sections. Under the act as it now stands, accidents must be reported within 24 hours instead of within six days as formerly, and notice of fatal injury must be given immediately instead of within 24 hours.

The Ontario Factory Act has also been amended. The application of the principal act has been extended, and the sections permitting the employment of children in fruit canning and authorizing the employment of women in canning factories to a later hour than 6.30 in the evening have been repealed. The amending act also contains new provisions respecting sanitation, guarding of machinery, and boiler inspection. Another Ontario statute has in view the protection of the civil rights of railway employees. It enables those railway employees who expect to be absent, by reason of their employment, on a municipal election day, to vote before the regular polling day.

In Quebec the two bills noted in the February issue of the *Gazette* (p. 65) have become law. One of these increases the maximum amount of compensation payable under the Workmen's Compensation Act on account of fatal accidents from $2,000 to $2,500, and advances the maximum amount upon which compensation for injury is calculated to $2,500. The other act provides for a weekly day of rest for employees in hotels and certain other establishments.

A number of labour laws are under consideration by the provincial legislatures still in session at the date of writing. A bill before the Nova Scotia Legislature empowers municipal councils to pass by-laws regulating the hours for closing shops and directs that, upon being presented with a petition, signed by at least 60 per cent of the occupiers of shops of any class, asking for a by-law requiring the closing of shops of such class, a municipal council must give effect to the petition within one month. Another bill aims at the establishment of an eight hour day for the coal miners of Nova Scotia. A number of changes in the Workmen's Compensation Act have also been proposed, the most important being the repeal of section 4, which authorizes the substitution of other schemes of compensation under certificate from the Board, in the industries carried on in Cape Breton Island by the Dominion Steel Corporation and the Nova Scotia Steel and Coal Company. Another Nova Scotia bill deals with the examination of stationary engineers and with the issue of certificates of competency to such engineers.

At the time of writing, the proposed new Workmen's Compensation Act of Alberta was under discussion in the House. As it was first submitted to the legislature the bill embodied certain features radically different from the compensation laws now in force in the provinces of Ontario, Nova Scotia, Manitoba and British Columbia. For example, the amount of the periodical payments for death and permanent total disability must not exceed in the whole $2,500, whereas in the other provinces mentioned no limits are stated. As to permanent partial disability the Act specifies 10 different accidents and names the amount of compensation in each case;

for example,—"for the loss by separation of one arm at or above the elbow joint or the permanent or complete loss of the use of one arm, $1,000." In the other acts mentioned, no amount is stated, the section reading in each case—"the compensation shall be a weekly payment of 55 per cent of the difference between the average weekly earnings of the workman before the accident and the average amount which he is earning or is able to earn in some suitable employment or business after the accident and the compensation shall be payable during the lifetime of the workman." The act is to be administered by a commission and a separate accident fund is to be provided for each schedule of industries by assessments on all employers in the schedule. A boilers act, replacing former legislation on the subject, is also before the Alberta legislature.

Several important bills have been introduced in the British Columbia legislature, a number of which are concerned with hours of labour. One bill proposes the establishment of an eight hour day in all industries where the hours of labour are not already regulated by law, while bills to amend the Coal Mines Regulation Act and the Metalliferous Mines Inspection Act have in view the extension of the provisions regarding an eight hour day, already in force with respect to work under ground, to work above ground, at or about any coal or metalliferous mine. A further amendment to the Metalliferous Mines Inspection Act aims at the protection of workmen by the prevention of rockdust. The Minimum Wage Act introduced by the Minister of Labour is similar in principle to that enacted by the Manitoba legislature, although more limited in scope. A bill requiring an education test for all persons employed in dangerous industries, such as coal mines, powder-works, etc., is also under consideration.

At the time of writing there had been introduced in the Dominion Parliament legislation of labour interest as follows: An act to aid and encourage the organiation and co-ordination of employment offices; An act to amend the Industrial Disputes Investigation Act, 1907; An act to provide compensation where employees of His Majesty are killed or suffer injuries while performing their duties. The "Employment Offices Co-ordination Act" provides that $50,000, $100,000 and $150,000 shall be paid over to the provincial governments in the fiscal years 1918-19, 1919-20 and 1920-21, respectively, and $150,000 annually thereafter, in the proportion which their expenditure for the maintenance of employment offices bears to the total of the expenditure of all the provinces for such purpose, the allotment to a province in no case to exceed the amount expended by the province. The payments are made conditional upon an agreement between the Minister of Labour and the government of the province as to the terms and purposes for which the payments are to be made. The bill which proposes to amend the Industrial Disputes Investigation Act provides among other things that the Minister of Labour may refer to a Board of Conciliation other matters than those appearing in the application for the Board if they have a bearing on the dispute. The Minister, where a dispute has been long continued, may on the application of any municipality or of his own motion without application of either of the parties to the dispute, establish a Board of Conciliation and Investigation. The bill involves no changes in the principle of the act, but has in view improvement in its administration. The bill for the compensation of federal employees provides that such employees shall be entitled to "the same compensation as the employee or as the dependent of a deceased employee of a person other than His Majesty would under similar circumstances be entitled to receive under the law of the province in which the accident occurred."

REPORT OF THE COMMISSION APPOINTED IN NEW BRUNSWICK TO INVESTIGATE WORKMEN'S COMPENSATION

THE Commission appointed in New Brunswick, January 3, 1917, to investigate the subject of workmen's compensation in the province (see issues of June, 1917, page 422, and August, 1917, page 572), has submitted its report to the provincial legislature. In the summer of 1917 the Commission made an interim report in which it asked for enlarged powers, and on June 22 the legislature passed "An Act to Aid and Facilitate the Work of the Commission to Inquire into the Working of the Ontario and Nova Scotia Workmen's Compensation for Injuries Acts." The text of the final report submitted under date of March 14 is as follows:

To His Honour
the Lieutenant-Governor in Council:

Your Honour,—

We have the honour to present to you the conclusions at which we have arrived with regard to the operation of a workmen's compensation law in this province.

The order-in-council of Jan. 3, 1917, authorized us to consider the operation of the Ontario and Nova Scotia acts, in their respective areas, in regard to their applicability to this province. This was enlarged by the legislative assembly at its last session, and further power given to us under chapter 35 of the acts of this province, passed in the present year of His Majesty's reign. The consideration of these acts necessarily led to a greater or less degree, to the consideration of other acts in Europe, Australia, New Zealand, the United States and South America.

Before proceeding to discuss these, it may be well to explain fully, in express terms, the common law liability, as between the employer and the employee. Under the common law the employer is liable to the employee for certain injuries sustained by him in the course of, or arising out of the employment. This principle of the common law was enforced against the employer, but subject to three defences, which may be stated as follows:

First: Negligence on the part of the employee.

Second: The doctrine of common employment, which shortly stated means that if one employee is injured by the act of a fellow employee, an action would not lie against the employer.

Third: What is called the doctrine of the assumption of risk, wherein the employee was assumed to know the hazard upon which he entered, and therefore by accepting money for his services he contracted himself out of the liability by the employer. That, we think, is the common law doctrine. This, however, was modified by the passing in England of Lord Campbell's act, which was reenacted in this province and which may now be found in the Consolidated Statutes, chapter 79. The effect of this act was to vest in the heirs of the injured person the right of action against the employer. At common law the right of action died with the death of the injured man, this statute gave the right to the injured man's heirs to proceed against the employer. There is, therefore, the common law right to consider, which we may discuss in this way; the liability of the employer to the employee, subject to the defenses which we have suggested above, and enlarged by Lord Campbell's Act.

In the year 1884, legislation was implemented in Germany by which the common law doctrine of that country was varied, and the Workmen's Compensation Act was passed. This was followed by Norway in 1887, and successively by nearly all the European nations as time went on.

In point of fact there are forty-six nations or peoples in Europe and portions of the British Empire, as well as in South America, which have accepted the principle of workmen's compensation. Turkey is perhaps the one European nation which has not yet passed legislation of this kind. In America and Canada during the last seven years about forty acts have been passed which adopt the principle.

Let us consider this principle. It means that there shall be fastened upon the industry in which the workman is engaged the hazard of that industry. Or putting it still more broadly, the right of the workman to be compensated, and the liability of the employer to pass assessments of some sort in order to meet his liability. So that the modern doctrine would seem to run in this wise, that the industry which has caused loss to the individual, whether it be that of life or otherwise, should pay the loss. Or practically that the statutary law should restore to the individual the loss occasioned by the industry itself, and this proposition we venture to suggest for Your Honour's careful consideration.

It is admitted, and we believe it will probably be found to be true generally, that modern workmen's compensation costs more than the old plan of employer's liability, but on the other hand it confers larger benefits upon the employee, while it relieves the employer of a heavy personal liability. The material question to consider is the expense of doing business by way of a Government Commission. It has been found, broadly speaking, that the Commissions have transacted the business at much less cost than the insurance companies, and in this connection it is necessary to say that we believe the Government of the province should pay part of the expense of the Commission, probably all of its administrative expenses.

In the province of Ontario, where of course the income of the Commission is large, the cost has only run to about 4½ or 5 per cent of the assessment, whereas the ratio of expense of insurance companies is probably not less than 35 per cent. It is therefore clear that of the total amount collected by a Commission, a much larger amount is returned to the employee than is returned by the systems at present in force. One reason, and probably it is a sufficiently sound one, why the province should contribute to the expense, is that in some cases those who are left behind by the injured workman become a charge upon the public, and the assessment which is made under the workmen's compensation plan upon all industries does away with the possibility of these public charities, and the contribution should, therefore, be made partly by the public. This is true in all the provinces of Canada where the Commissions are in force, but on account of the short time they have existed in British Columbia, Manitoba and Nova Scotia, it is not feasible to give exact details of cost.

The Nova Scotia Act runs in this wise: Fifty-five per cent of the injured workman's wages is paid when he is incapacitated, and less in proportion to the injury when partially incapacitated. If death ensue, $20.00 a month to his widow until death or re-marriage, in the latter event two years' annuity and $5 a month for each child, but the latter not in all to exceed $20 a month, no matter how many children, until each attain the age of sixteen years.

A certain number of occupations are excluded in Nova Scotia by regulation, on account of the smallness of the number employed, or for some other reason. For those which are so excluded, the Common Law Rights are preserved. In cases where the statutary right to collect is given to the employee, the Common Law right of action and all other statutary rights are taken away.

On the practical side of the question, and accepting as we do the principle of workmen's compensation, we venture to say that the act of Nova Scotia is more nearly applicable to this province than

any other. Without wishing to criticize, and in fact not criticizing, permit us to say that the acts of British Columbia, Manitoba, Ontario and Nova Scotia are, in our opinion, too drastic to be applied in their entirety, in this small province, in fact in those provinces there is generally assumed liability, ended in some cases only by death of the workman, or his or her dependent, if the latter is a widow. While all of these acts may be open to question at one point or another, yet each has strong features, and after full consideration we suggest that an act along the lines of that of Nova Scotia, modified in some particulars but enlarged in others, be submitted by Your Honour's advisers to the legislative assembly of this province; strict provision being made:

1. To limit, by way of weekly or monthly payments, the amount payable to any one person, or his or her dependents, to $3,500. This suggestion varies radically the other acts, but we believe the limit should be fixed in the public interest.

2. That the Nova Scotia Act be again varied by a provision for first medical aid of a character to be determined by the Commission itself.

3. That a system of merit rating be adopted so that the rate of assessment to each employer will be fixed to some extent upon the record of his own particular business. And therefore if the record of any particular industry were especially good, it could be noted in a general consideration of all rates.

4. If it is possible that consideration be given to a scale of specified payments in lieu of the weekly or monthly one as above described in case of certain specified injuries.

5. That the act only apply to those whose employers have filed their payrolls as may be provided by the act, but that failure to comply shall leave the employer open to action at law, and that he should be placed under heavy penalty as well for such failure.

6. That in order to keep as close watch over each industry as possible, that the provisions of the Factory Act be extended so that it will be necessary for each engineer to have a certificate for the special industry in which he is engaged which shall set forth the date of his employment, and notice to be given to the Government of the termination of his engagement; in other words, the Government should know at all times where each engineer is employed.

7. That negotiations be entered into with the Medical Society of New Brunswick to fix, if possible, fees for first medical aid or for other services which may be rendered under the act.

8. That provision be made to include occupational or industrial diseases.

9. That the $5 monthly to be paid to each child be not limited to any number.

10. When an employee is paid more than $1,500 a year, the act shall only apply on that basis; to those who are paid less than $6 a week, full wages shall apply.

11. That the waiting period be fixed at seven days, no payment to be made for any part of this time, unless incapacitated for that period when compensation shall be paid from date of injury.

12. That provision be made to pay burial expenses in case of death of workman, the amount of which shall be limited in the act to a special sum.

We therefore recommend to Your Honour that an act be passed embodying the above suggestions; believing, as we do, that from an economic point of view, each industry should carry its own burden so that every human life which is jeopardized in the process of creating should be paid by the industry affected. In other words, that human life, human thought, human action which have been impaired by injury arising out of, or in the course of employment, should be repaid by the industry which has caused the loss, which therefore would carry the burden of debt to the individual, it would also thereby relieve the employer

in many instances of his present heavy liability.

There is enclosed herewith a copy of the testimony taken at the different sessions of the Commission, as well as tabulated statements of the pay-rolls of the province. We estimated that these represent about 70 per cent of the yearly wages of the province, but we think they establish sufficiently nearly the full commendation which we have the honour amount to justify us in making the re- to submit herein.

Yours respectively,

(Sgd.) F. J. G. Knowlton, Chairman.
(Sgd.) L. W. Simms.
(Sgd.) J. B. Cudlip.
(Sgd.) J. L. Sugrue.
(Sgd.) Fred. W. Daley.

GOVERNMENT CONTROL OF RAILWAYS IN GREAT BRITAIN IN RELATION TO RAILWAY EMPLOYEES*

TWO memoranda have been prepared in the Library of Congress at Washington for the United States Committee on Interstate Commerce relative to Government control of railways in Great Britain in its financial aspects and in relation to railway employees. The present article is based on the memorandum on Government control in relation to railway employees.

A brief review of labour conditions on British railways before the war shows that long hours and low pay prevailed. A Member of Parliament, in 1907, declared that a 15½ hour day for firemen and an almost 16 hour day for engine drivers were still usual. In 1893, an act was passed authorizing the Board of Trade to investigate any complaints of railway employees as to unduly long hours of work, but it does not appear to have been effective in improving conditions. No direct attempt to regulate wages of railwaymen was made by the Government, but in the settlement of a strike in 1911 it agreed "that an increase in the cost of labour due to the improvement of conditions for the staff would be a valid justification for a reasonable general increase in charges." In 1913, an act was passed establishing the principle that the financial burden of improvements in the conditions of railway labour shall be borne by the shippers rather than by the shareholders. There was, however, little improvement in the wages of the railwaymen between the settlement of the strike and the outbreak of the war, and they continued to rank with the lowest in the country. In 1907, a crisis arose through the refusal of the railway companies to consider certain demands made by the men for higher wages and shorter hours, and a general strike was only averted by the acceptance of a scheme of conciliation and arbitration proposed by the Right Hon. Lloyd George, at that time president of the Board of Trade. This scheme, which was in the form of an agreement signed by representatives of the railway companies and the unions and countersigned by representatives of the Board of Trade, is still in force in an amended form. Trouble broke out again in 1911, the men declaring that the machinery of conciliation was being used by the companies to put them off and delay the settlement of their grievances. They presented an ultimatum to the companies to meet the union representatives in a discussion of wages, hours, and other pressing questions. On the rejection of the ultimatum by the employers, a strike was declared and 200,000 men walked out. On the next day, August 19, the Right Hon. Lloyd George again successfully intervened by inducing the union leaders to agree to an inquiry into their griev-

*Government Control of Railways in Great Britain. Memoranda submitted to the Committee on Interstate Commerce, United States Senate, relative to the Government Control of Railways in Great Britain in its Financial Aspects and in Relation to Railway Employees. Washington, 1918.

ances by a Royal Commission, and the strike was called off. The findings of the Commission, particularly with regard to recognition of the unions, were not acceptable to the men, and although some concessions were made, their dissatisfaction revived and caused serious difficulties to the companies and the Government after the outbreak of the war.

Immediately on the declaration of war, the Government assumed control of all the important railways of Great Britain, under Section 16 of the Regulation of the Forces Act, 1871. The Government control is exercised through an executive committee composed of general managers of railways, one of whom is the deputy chairman and working head. The nominal chairman is the president of the Board of Trade.

The policy of the Government has been not to interfere with the conditions and terms of railway employment beyond what has been necessary in order to carry on the war. The Government, however, has taken some action in the matter of wages, conciliation schemes, etc, in order to prevent the crippling of the railway service through strikes. Part I of the Munitions of War Act, 1915, provides for compulsory arbitration through the Board of Trade for the prevention of strikes or lockouts "directly or indirectly prejudicial to the manufacture, transport, or supply of munitions of war." This part of the act, which has been held to apply to railways, is now under the jurisdiction of the ministry of labour, which was established on December 22, 1916.

The decrease in the supply of labour due to enlistment and drafting into the army, together with the increased traffic due to the transport of men and munitions caused a great lengthening of the average hours of labour, and on June 15, 1915, it was stated by the secretary of the National Union of Railwaymen in the House of Commons, that since the war broke out the men had been working 20, 30, 40 and up to 46 and 48 hours a turn, many becoming ill from overwork. Very little complaint was made by the men on account of the increased hours and overtime, but in the summer of 1917 the Associated Society of Locomotive Engineers and Firemen launched an eight hour movement, accompanied by a strike threat. This trouble was settled by the Government giving a pledge that the control of the railways would be retained for a time after peace was declared, so that if, on the cessation of hostilities, a request for a shorter working day for railwaymen were put forward, the matter could be dealt with during the continuance of that control, and that if this course were adopted any reasonable request for a shorter working day would receive sympathetic consideration.

It had been expected that the railwaymen would make demands for higher wages in 1914, and it was admitted on behalf of the companies that "no doubt the men would have received some concessions," but on the outbreak of the war they forebore to press any demands, and consented to postpone the consideration of the questions which they had already given notice of their intention to raise, in particular with regard to the machinery for conciliation. But the steady increase in food prices made the wage question a pressing one, and demands were made by the railwaymen for wage increases or bonuses, generally accompanied by an alternative proposal that the Government take some action to control the price of foodstuffs. On five occasions since the beginning of the war, wage concessions have been made to railwaymen engaged in the manipulation of traffic. On February 13, 1915, there was granted a weekly war bonus of 3s. to men earning less than 30s. a week, and 2s. to those earning 30s. or more. On June 11, 1915, a weekly bonus of 1s. 6d. was granted to boys 18 years of age or under. On October 13, 1915, the bonus was increased by 5s. to men, and 2s. 6d. to boys. On September 20, 1916, it was again increased by 10s. to men, and 5s. to boys. On April 12, a further increase was granted of 15s. to

men and 7s. 6d. to boys. Finally, on August 1, 1917, the bonus was converted into wages. Railway shopmen were also granted concessions as follows: In March, 1916, they received an increase of 3s. on their weekly wage with a corresponding piecework rate increase. In June, 1916, there was granted a further increase of 4s., and on September 20 a bonus of 5s. was added, which was increased to 10s. on April 12, 1917. On August 1, 1917, the bonus was converted into wages.

When women were first introduced into the railway service to replace men taken for the war, their wages were lower than what had been paid to the men, but after protests had been lodged against this both by the women and the men, an agreement was made by which the women were to receive the lowest men's pay for similar work. When the first bonus was paid to the men, the women demanded a similar bonus, but they were refused, and it was not until after the third bonus had been granted to the men that the first women's war bonus was granted, on November 11, 1916, amounting to 3s. for women over 18 years of age and 1s. 6d. for girls. On April 12, 1917, it was increased by 5s. 6d. for women and 2s. 9d. for girls employed in the transportation branches, with bonuses of 2s. 6d. for women and 1s. 3d. for girls in shops. On August 1, 1917, an increased bonus for shop workers was granted, amounting to 2s. for women and 1s. for girls, while the bonuses for other classes of women and girls were converted into wage increases.

Concessions were also granted to railway clerks similar to those granted to the main body of railwaymen. In September, 1917, their bonus amounted to 15s. a week, which was changed to an increase of £40 a year on salaries up to £400, and a 10 per cent increase on salaries between £400 and £500.

PROPOSED REFORM OF THE ENGLISH POOR LAW*

LAST July, a Local Government Committee was appointed by the British Minister of Reconstruction "to consider and report upon the steps to be taken to secure the better co-ordination of public assistance in England and Wales and upon such other matters affecting the system of local government as may from time to time be referred to it." The first report of the committee, dealing with the functions of Boards of Guardians and other Poor Law authorities, has been issued by the Minister of Reconstruction in order to enable the public to form a considered judgment upon the general problem of the co-ordination of public assistance in England and Wales, which is covered by the committee's recommendations.

A review of the present situation with regard to public assistance, as set forth in the report, shows a great deal of overlapping in the work of various public bodies. There are, for instance, seven different public authorities giving money in the home, and at least six provide various forms of medical treatment. Three give educational training, and five give aid to the able-bodied unemployed. The committee, in this report, have limited themselves to the overlapping of the Boards of Guardians, on the one hand, and the county, municipal and other health and education authorities on the other. The recommendations made by the committee may be summarized as follows:

The Boards of Guardians and the Poor Law Union should be abolished, and all the functions of the Poor Law authorities should be merged in those of the county council and the county borough council. Provision for the sick and infirm should be made by the council under public health acts suitably extended. Provision

*Ministry of Reconstruction. Local Government Committee. Report on Transfer of Functions of Poor Law Authorities in England and Wales. London: 1918. Price, 3d. 26 pp.

for all children able to attend school should be made by the local education authority under the education acts suitably extended. Provision for the mentally deficient, and for persons of unsound mind, whether certified or not, should be made by the council under the lunacy and mental deficiency acts, suitably extended, and through the committee or committees administering their powers under these acts. For the benefit of the able-bodied unemployed, there should be appointed by each county or county borough council a Prevention of Unemployment and Training Committee, including in its membership representatives of employers' associations and of organized labour. This committee should exercise the powers of the council as to (i) preventing unemployment so far as practicable, by procuring such a re-arrangement of the council's works and services as to regularize the local demand for labour; (ii) facilitating through the employment exchanges the finding of situations; (iii) making use of any form of educational training in co-operation as much as possible with the Education Committee; (iv) assisting migration; and (v) creating and administering, whether by themselves or in federation with other local authorities, any specialized provision of the kind required by the unemployed.

For the benefit of applicants for charitable aid, each county or county borough council should appoint a Home Assistance Committee formed on the lines of the Education Committee, which should be charged with (i) the duty of making the necessary inquiries into the economic circumstances of applicants for or recipients of any form of assistance in money, kind, or service, wholly or partly provided out of rates or taxes, eligibility for which is dependent on the pecuniary need of the person or family concerned, or for which payment is legally recoverable; (ii) general supervision of recipients of such assistance and their dependants; (iii) the administration of all such assistance in money or kind given in the home of the applicant; (iv) the exercise of the powers of guardians as regards any children maintained by them who are orphans or whose parents are unfit to have care of them; (v) the duty of seeking in co-operation with the appropriate committee institutional treatment for any applicant or the dependant of any applicant for whom such treatment is required; (vi) the recovery from persons liable by law of expenses in respect of accommodation, maintenance, treatment and services rendered; and (vii) the duty of keeping a register (which should not be open to public inspection) of all families within the area, any member of which is in receipt of assistance, together with particulars of such assistance.

Further recommendations are made with the view to providing adequate compensation for officers of the poor law authorities who would suffer loss of office or fees, and allocating among the councils concerned the property and liabilities of the poor law authorities.

NEW AGREEMENT FOR THE ADJUSTMENT OF RAILWAY LABOUR DISPUTES IN THE UNITED STATES

THE following is the new agreement for the adjustment of railway labour disputes in the United States issued by Director General of Railways, W. G. McAdoo. The agreement is really a memorandum of an understanding between Messrs. A. H. Smith, C. H. Markham and R. H. Aishton, regional directors representing the railroads in the eastern, southern and western territories with the chief executive officers of the Brotherhood of Locomotive Engineers, Order of Railway Conductors, Brotherhood of Railway Trainmen and Brotherhood of Locomotive Firemen and Enginemen, the understanding being adopted and put into effect as of March 22, 1918.

Memorandum of an understanding between Messrs. A. H. Smith, C. H. Markham and R. H. Aishton, regional directors—representing the railroads in their respective regions—and Mr. W. S. Stone, grand chief engineer, Brotherhood of Locomotive Engineers; Mr. A. B. Garretson, president, Order of Railway Conductors; Mr. W. G. Lee, president, Brotherhood of Railway Trainmen; Mr. Timothy Shea, acting president, Brotherhood of Locomotive Firemen and Enginemen.

It is understood that all controversies growing out of the interpretation or application of the provisions of the wage schedule or agreements which are not promptly adjusted by the officials and the employees on any one of the railroads operated by the Government shall be disposed of in the following manner:

New Commission Authorized

1. There shall be at once created a Commission to be known as Railway Board of Adjustment No. 1, to consist of eight members; four to be selected by the said regional directors, and compensated by the railroads, and one each by the chief executive officer of each of the four organizations of employees hereinbefore named, and compensated by such organizations.

2. This Board of Adjustment No. 1 shall meet in the city of Washington within 10 days after the selection of its members and elect a chairman and vice-chairman, who shall be members of the Board; the chairman or vice-chairman will preside at meetings of the Board, and both will be required to vote upon the adoption of all decisions of the Board.

3. The Board shall meet regularly at stated times each month and continue in session until all matters before it are considered.

Will Meet in Washington

4. Unless otherwise mutually agreed, all meetings of the Board shall be held in the city of Washington, provided that the Board shall have authority to empower two or more of its members to conduct hearings and pass upon controversies when properly submitted at any place designated by the Board; provided, further, that such subdivision of the Board will not be authorized to make final decision. All decisions shall be made and approved by the entire Board, as herein provided.

5. Should a vacancy occur in the Board for any cause, such vacancies shall be immediately filled by the same appointive authority which made the original selection.

Powers of the Board

6. All authority vested in the Commission of eight to adjust disputes arising out of the application of the eight hour law is hereby transferred to the Railway Board of Adjustment No. 1 in the same manner as has heretofore been done by the Commission of eight. All decisions of a general character heretofore made by the Commission of eight are hereby confirmed and shall apply to all railroads under governmental operation, unless exempted in said eight hour law. Decisions which have been rendered by the Commission of eight, and which apply to individual railroads, shall remain in effect until superseded by decisions of the Railway Board of Adjustment No. 1, made in accordance with this understanding.

7. The Board of Adjustment No. 1 shall render decisions on all matters in dispute, as provided in the preamble hereof, and when properly submitted to the Board.

Railroad Wage Commission

8. The broad question of wages and hours will be considered by the railroad wage Commission, but matters of controversies arising from interpretations of wage agreements, not including matters passed upon by the railroad wage Commission, shall be decided by the Railway Board of Adjustment No. 1 when properly presented to it.

9. Wages and hours, when fixed by the Director General, shall be incorporated into existing agreements on the several railroads, and should differences arise between the management and the employees of any of the railroads as to such incorporation, such questions of differences shall be decided by the Railway Board of Adjustment No. 1, when properly presented, subject always to review by the Director General.

Personal Grievances

10. Personal grievances or controversies arising under interpretation of wage agreements, and all other disputes arising between officials of a railroad and its employees, covered by this understanding, will be handled in their usual manner by general committees of the employees, up to and including the chief operating officer of the railroad (or some one officially designated by him), when if an agreement is not reached, the chairman of the general committee of employees may refer the matter to the chief executive officer of the organization concerned, and if the contention of the employees' committee is approved by such executive officer, then the chief operating officer of the railroad and the chief executive officer of the organization concerned shall refer the matter, with all supporting papers, to the director of the division of labour of the United States railroad administration, who will, in turn, present the case to the Railway Board of Adjustment No. 1, which Board shall promptly hear and decide the case, giving due notice to the chief operating officer of the railroad interested and to the chief executive officer of the organization concerned of the time set for hearing.

11. No matter will be considered by the Railway Board of Adjustment No. 1 unless officially referred to in the manner herein prescribed.

12. In hearings before the Railway Board of Adjustment No. 1, in matters properly sub-

mitted for its consideration, the railroad shall be represented by such person or persons as may be designated by the chief operating officer, and the employees shall be represented by such person or persons as may be designated by the chief executive officer of organization concerned.

13. All clerical and office expenses will be paid by the United States railroad administration. The railroad directly concerned and the organization involved in a hearing will respectively assume any expense incurred in presenting a case.

14. In each case an effort should be made to present a joint concrete statement of facts as to any controversies, but the Board is fully authorized to require information in addition to the concrete statement of facts, and may call upon the chief operating officer of the railroad or the chief executive officer of the organization concerned for additional evidence, either oral or written.

15. All decisions of the Railway Board of Adjustment No. 1 shall be approvel by a majority vote of all members of the Board.

References to Director General

16. After a matter has been considered by the Board, and in the event a majority vote cannot be obtained, then any four members of the Board may elect to refer the matter upon which no decision has been reached to the Director General of Railroads for a final decision.

17. The Railway Board of Adjustment No. 1 shall keep a complete and accurate record of all matters submitted for its consideration and of all decisions made by the Board.

18. A report of all cases decided, including the decision, will be filed with the Director, division of labour of the United States railroad administration; with the chief operating officer of the railroad affected; the several regional directors, and with the chief executive officers of the organizations concerned.

19. This understanding shall become effective upon its approval by the Director General of Railroads and shall remain in full force and effect during the period of the present war, and thereafter, unless a majority of the regional directors, on the one hand, as representing the railroads, or a majority of the chief executive officers of the organizations, on the other hand, as representing the employees, shall desire to terminate the same, which can, in these circumstances, be done on 30 days' formal notice or shall be terminated by the Director General himself, at his discretion, on 30 days' formal notice.

Signed and sealed this twenty-second day of March, 1918.

R. H. Smith,
C. H. Markham,
R. H. Aishton,

Regional Directors for the Railroads under Government Control.

W. S. Stone,

Grand Chief Engineer, Brotherhood of Locomotive Engineers.

A. B. Garretson,

President, Order of Railway Conductors.

W. R. Lee,

President, Brotherhood of Railroad Trainmen.

Timothy Shea,

Acting President, Brotherhood of Locomotive Firemen and Enginemen.

MINISTERS AND OFFICIALS OF DEPARTMENTS AND BUREAUS OF LABOUR, WORKMEN'S COMPENSATION COMMISSIONS, ETC., IN CANADA

CANADA.

Department of Labour:

Honourable T. W. Crothers, K.C., M.P., Minister.

F. A. Acland, Deputy Minister.

Bryce M. Stewart, Chief Statistician and Editor Labour Gazette.

Address: Ottawa.

The Department of Labour administers the Conciliation and Labour Act, the Industrial Disputes Investigation Act, 1907, the Combines Investigation Act; fixes fair wages schedules to be inserted in Government contracts; collects and classifies statistical and other information relating to conditions of labour, and publishes monthly the *Labour Gazette* and periodically special bulletins on prices, strikes and lockouts, labour legislation, labour organizations, etc.

ALBERTA.

Inspection of Mines: (Under Department of Public Works.)

John T. Stirling, Chief Inspector.
Address: Edmonton.

Factory Inspectors: (Under the Attorney-General.)

Mrs. Robert Kneil.
Address: Parliament Buildings, Edmonton.
J. N. McLeod.
Mrs. Margaret Lewis.
Address: Calgary.

BRITISH COLUMBIA.

Department of Labour:

Honourable J. W. deB. Farris, Minister.
J. D. McNiven, Deputy Minister.
Address: Victoria.

The duties of the Department of Labour are to administer laws affecting labour; to improve relations between employers and employees; to place labour where the demand for same exists; to regulate sanitary and other conditions relating to the health and well-being of the industrial classes; to encourage the establishment of new industries in British Columbia; to provide for technical training, etc.

Workmen's Compensation Board:

E. S. H. Winn, Chairman.
Parker Williams, Commissioner.
Hugh Gilmour, Commissioner.
Address: Board of Trade Building, Vancouver.

Inspection of Mines:

R. F. Tolmie, Deputy Minister of Mines.
George Wilkinson, Chief Inspector.
Address: Victoria.

Inspection of Factories:

Robt. J. Stewart, Chief Inspector.
Address: Victoria.

Inspection of Boilers:

J. Peck, Chief Inspector.
Address: Court House, Vancouver.

MANITOBA.

Bureau of Labour: (Under Public Works Department.)

Honourable George A. Grierson, Minister of Public Works.
E. McGrath, Secretary.
Address: Winnipeg.

Inspectors:

A. MacNamara, Chief Inspector. (On active service.)
Miss Ida H. Bauslaugh.
Robert A. Stewart, Acting Chief Inspector.
Thomas Horn.
James L. Naylor.
William J. Restall.
Thomas A. Watts.
Charles E. James.
Address: 301 Boyd Block, Winnipeg.

The Bureau of Labour is established to co-operate with trade unions and others to bring about better relations between employers and employees, and is charged with the enforcement of the following acts:

The Manitoba Factories Act.
The Shops Regulation Act.
The Public Buildings Act.
The Bake Shops Act.
The Building Trades Protection Act.
The Passenger and Freight Elevator Act.
The Steam Boiler Act.
The Fair Wage Act.
The Electricians' License Act.

Fair Wage Board:

S. C. Oxton, Deputy Minister of Public Works, Chairman.
W. J. Davidson.
J. W. Morley.
Geo. Armstrong.
Walter Owens.
Address: Winnipeg.

Elevator Board:

E. McGrath, Secretary of Bureau of Labour, Chairman.
A. Steventon.
W. J. Easterbrook.

Address: Winnipeg.

Board of Examiners, Stationery Engineers:

F. S. May, Chairman.
H. W. Cooper.
H. Carry.

Address: Winnipeg.

Board of Examiners, Electricians:

J. M. Leamy, Provincial Electrical Engineer, Chairman.
G. L. Guy.
G. J. Brown.

Address: Winnipeg.

NEW BRUNSWICK.

Factory Commission:

Kilgour Shives.
Address: Campbellton.

Emma S. Fiske.
Michael Kelly.
Charles McDonald.
James Stevens, Jr.,

Address: St. John.

Inspection of Factories and Hotels:

James Kenney.

Address: St. John.

Board of Examining Engineers:

James Sullivan.
Address: Newcastle.

Thomas Irwin.
John B. Cudlip.

Address: St. John.

Public Utilities:

Felix Michaud.
Address: Shediac.

G. O. D. Dickson.
Address: Hampton.

Allison B. Connell.
Address: Woodstock.

Frederic P. Robinson, Secretary.

Address: Fredericton.

NOVA SCOTIA.

Factory and Mines Inspection: (Under Department of Public Works.)

H. Donkin, C.E., Deputy Minister of Public Works.

Phillip Ring, Factory Inspector.

Address: Halifax.

Workmen's Compensation Board:

V. J. Paton, K.C., Chairman.

Fred. W. Armstrong, Vice-Chairman.

John T. Joy, Commissioner.

Address: Halifax.

ONTARIO.

Trades and Labour Branch: (Under Department of Public Works.)

Walter A. Riddell, Superintendent.

Inspectors:

Harold C. Hudson, Inspector of Labour Agencies.

D. M. Medcalf, Chief Boiler Inspector.

James T. Burke, Chief Factory, Shop and Office Inspector.

Wm. C. McGhie, Chairman of Board of Examiners, Stationary Engineers.

Address: Parliament Buildings, Toronto.

Among the duties of this branch are included the collection of statistical and other information; investigation and research respecting trades and industries in the province; the establishment and supervision of employment bureaus; the administration of the Bureau of Labour Act, the Stationary and Hoisting Engineers Act, the Building Trades Protection Act, the Factory, Shop and Office Building Act, the Steam Boiler Act, the Employment Agencies Act, and generally the administration of all labour legislation other than the Workmen's Compensation Act.

Bureau of Mines:

T. F. Sutherland, Chief Inspector.
Address: Toronto.

Workmen's Compensation Board:

Samuel Price, Chairman.
A. W. Wright, Vice-Chairman.
Geo. A. Kingston, Commissioner.
J. M. McCutcheon, Secretary.
Address: Toronto.

QUEBEC.

Inspection of Industrial Establishments and Public Buildings: (Under Department of Public Works and Labour.)

Honourable L. A. Taschereau, Minister.
Address: Quebec.
Louis Guyon, Chief Inspector.
Address: 9 St. James Street, Montreal.

Registrar of Boards of Conciliation and Arbitration:

Felix Marois.
Address: Department of Public Works, Quebec.

Inspection of Mines: (Under Department of Colonization, Mines and Fisheries.)

Theo. C. Denis, Superintendent of Mines.
A. O. Dufresne, Assistant Superintendent of Mines.
Address: Quebec.

SASKATCHEWAN.

Bureau of Labour: (Under Department of Agriculture.)

Thos. M. Molloy, Secretary.
Address: Regina.

The Bureau collects and publishes statistical information regarding labour, operates employment bureaus, etc.

ADDITIONAL REGULATIONS AFFECTING WESTERN COAL MINES

During the month Mr. W. H. Armstrong, the Director of Coal Operations for the mines in Southeastern British Columbia and Southwestern Alberta, issued some additional orders respecting working conditions in several of the mines. (See issues of August, 1917, p. 613; December, 1917, p. 987; February, 1918, p. 142, and March, 1918, p. 225.) Two of the orders affected the mines of the Rosedale Coal and Clay Products Company, one re-instated five employees who had not been taken back upon the conclusion of the recent strike affecting the Rosedale mines, and the other fixed rates for various forms of contract work. Gladstone local union, composed of miners in the Fernie district, asked for an interpretation of the method of reckoning the minimum monthly wage provided for in the minimum wage clause of the agreement. The commissioner found that as the period used in estimating the make-up due the miners was two weeks in practically all of the mines in the district, two weeks should be taken as the period to be used in estimating the minimum wage. Hillcrest local union, having requested payment for pumpmen at a rate similar to that paid at the Galt mine, the commissioner found that the duties of pumpmen at Hillcrest were not as arduous as those at Galt and that the company was paying the rates provided in the tentative agreement. Another order affecting the Hillcrest mines provided that the mining rate in rooms where coal is loaded into the mine car should be 12 cents per ton in excess of that paid where coal is put into chutes. The commissioner directed that boys working as tipple dumpers at the Corbin mines should be paid the regular rate of $3.66 per day for tipple dumpers instead of $2.13 per day, the rate mentioned in the agreement as that to be paid boys, the commissioner holding that this rate referred to boys assisting tipple dumpers but not to boys acting alone as tipple dumpers. Another order direct-

ed the company at Corbin and the men's representatives to confer on the question whether drivers were entitled to pay for "wet places." The request of the Corbin men for a new classification of a part of the mine known as "The Big Showing," was disallowed, the commissioner holding that no classification was necessary and that the present rates were applicable. At Michel, claims for compensation by a hoistman and a rope rider for time lost when a portion of the mine was shut down were disallowed; the commissioner held that the company had offered the men work at other employment and had re-engaged them in their old places when the work was re-commenced. Other orders fixed contract prices at the Cadomin and Greenhill mines.

FAIR WAGES CONTRACTS, MARCH, 1918

DURING March the Department of Labour received for insertion in the *Labour Gazette* information relative to four fair wage contracts awarded by the Department of Public Works. Three of these contracts contained the usual fair wage clause, while the fourth one contained a fair wage schedule.

Department of Public Works. — Supply and installation of an electric freight elevator in Postal Station "A," Winnipeg, Man. Name of contractors, Otis-Fenson Elevator Company, Limited, Toronto, Ont. Date of contract, March 2, 1918. Amount of contract, $4,140.

Department of Public Works. — Supply and installation of two freight elevators in Government Printing Bureau, Ottawa, Ont. Name of contractors, Otis-Fenson Elevator Company, Limited, Toronto, Ont. Date of contract, March 5, 1918. Amount of contract, $7,935.

Department of Public Works. — Reconstruction of steel roof trusses, etc., over the main hall of the Drill Hall at Halifax, N.S. Name of contractors, The Maritime Bridge Company, Limited, New Glasgow, N.S. Date of contract, March 19, 1918. Amount of contract, $4,100 for removal of present roof and unit prices for remainder of work.

The fair wage clause obtaining in such cases was inserted in the above contracts.

53 fatal industrial accidents, as compar-

Department of Public Works. — Wooden freight shed and fireproofing of grain conveyor supports on west side of wharf, Vancouver, B.C. Name of contractors, J. P. Hodgson & F. T. King, Vancouver, B.C. Date of contract, March 5, 1918. Amount of contract, $128,274.

Trade or class of Labour	Rate of wages Not less than the following
Foreman carpenter	$5.00 per day of 8 hours.
Carpenters	4.50 " 8 "
Blacksmith	4.50 " 8 "
Blacksmith's helpers	3.50 " 8 "
Ordinary labourers	3.20 " 8 "
Foreman electrician	6.50 " 8 "
Electricians	6.00 " 8 "
Plumbers	5.00 " 8 "
Painters	4.50 " 8 "
Roofers (metal)	4.50 " 8 "
Bricklayers	6.00 " 8 "
Concreters	3.50 " 8 "
Pipe fitters	5.00 " 8 "
Steel erecters	5.00 " 8 "
Driver with 2 horses and wagon	8.00 " 9 "
Timekeeper	4.00 " 8 "

FATAL INDUSTRIAL ACCIDENTS DURING MARCH, 1918

DURING March the Department received reports of the occurrence of 52 fatal industrial accidents, as compared with 58 in February and 48 in March, 1917. The Department is unable to secure reports of all fatal industrial accidents, but reports are received monthly from all available sources.

TABLE OF FATAL INDUSTRIAL ACCIDENTS, DURING MARCH 1918.

Trade or Industry.	Locality	Date	Cause of fatality.
AGRICULTURE—			
Farmer	Parry Sound, Ont.	Mch.12	Falling from loaded wagon.
Farmer	Komoka, Ont.	" 8	Falling from loaded wagon.
Farmer	Nottawa, Ont.	" 25	Falling tree.
LUMBERING—			
Feller	Flanders, Ont.	" 1	Falling tree.
Feller	Jocko River, Ont.	" 6	Falling tree.
MINES, SMELTERS AND QUARRIES—			
Miner	Springhill, N.S.	" 25	Fall of coal.
Copper miner	Weedon, Que.	" 21	Fall of rock.
Miner	Timmins, Ont.	" 13	Fall of ore.
Miner	Coal Creek, B.C.	" 16	Fall of coal.
Smelter employee	Trail, B.C.	" 11	Electric shock and fall.
Smelter employee	Thorold, Ont.	" 25	Scalded.
BUILDING AND CONSTRUCTION—			
Building laborer	Kingston, Ont.	" 4	Fell on head.
Laborer	Windsor, Ont.	" 14	Struck by swinging beam.
METALS, MACHINERY AND CONVEYANCES—			
Foundry employee	Ottawa, Ont.	" 13	Caught in shafting.
Foundry employee	Owen Sound, Ont.	" 1	Electrocuted.
Drill works employee	Sherbrooke, Que.	" 2	Fall.
Steel worker	Hamilton, Ont.	" 20	Scalded.
Metal worker	Toronto, Ont.	" 31	Struck by a boiler valve.
Machinist	Leaside, Ont.	" 29	Mangled by machinery.
Employee, separator manufacturing plant	Peterborouh, Ont.	" 29	Struck by machinery.
Ship carpenter	Hantsport N.S.	" 9	Struck by flying knee of vessel.
WOODWORKING—			
Gluer, chair factory	Owen Sound, Ont.	" 5	Infection.
PULP AND PAPER—			
Paper mill employee	Sault Ste. Marie, Ont.	" 7	Fall of wood.
" " "	Smooth Rock Falls, Ont.	" 20	Fall of wood.
" " "	Sault Ste. Marie, Ont.	" 28	Drowned.
FOODS, TOBACCO AND LIQUOR—			
Cereal plant employee	Sudbury, Ont.	" 2	Caught in a cable.
Grist mill employee	Clarksburg, Ont.	" 18	Caught in shafting.
CHEMICALS AND EXPLOSIVES—			
Employee (chemical works)	Trenton, Ont.	" 12	Asphyxiated by nitric fumes.
Employee explosives (manufacturing plant)	Northfield, B.C.	" 9	Explosion
LEATHER—			
Leather worker	Penetanguishene, Ont.	" 1	Blood poisoning.
STEAM RAILWAY SERVICE—			
Engineer	M.P. 22½ (T. & N.O.Ry.)	" 2	Collision.
Fireman	Abbotsford, B.C.	" 4	Derailment of train.
Brakeman	Galt, Ont.	" 6	Crushed between cars.
Brakeman	Nanaimo, B.C.	" 1	Crushed between cars.
Brakeman	Kingscourt, Jct., Ont.	" 2	Fell from and run over by train.
Yardman	Smith's Falls, Ont.	" 11	Crushed between cars.
Yardman	Toronto, Ont.	" 30	Struck by a locomotive.
Section foreman	Dorchester, N.B.	" 11	Struck by a snow plow.
Sectionman	Toronto, Ont.	" 15	Struck by a locomotive.
Flagman	Rossport, Ont.	" 26	Run over by a train.
Car checker	Westmount, Ont.	20	Struck by a locomotive.
MISCELLANEOUS TRANSPORT—			
Carter	Kingston, Ont.	" 4	Fell while carrying bag of flour.
Mail driver	London, Ont.	" 13	Vechicle struck by automobile.
NAVIGATION—			
Deckhand	Halifax. N.S.	" 17	Drowned—fell overboard.
PUBLIC UTILITIES—			
Electrical worker	Winnipeg, Man.	" 22	Electrocuted.
Power-house employee	Reserve Jct., N.S.	" 28	Electrocuted.
MISCELLANEOUS—			
Soap factory employee	Toronto, Ont.	" 5	Electrocuted.
Gypsum works employee	Winnipeg, Man.	" 10	Flying piece of iron.
Linseed oil mill employee	Medicine Hat, Alta.	" 9	Bursting machinery.
Elevator operator	Toronto, Ont.	" 31	Crushed by an elevator.
Elevator operator	Toronto, Ont.	" 25	Fell from elevator.
Labourer	Winnipeg, Man.	" 28	Burns.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Workmen not entitled to continuance of compensation if injuries prolonged by misconduct

A WORKMAN who had been seriously injured by an accident took proceedings for compensation under the Workmen's Compensation Act of Alberta. The employers admitted that the man was originally entitled to compensation, but submitted two contentions: (1) about the proper amount to be awarded, and (2) as to alleged misconduct by the applicant while in the hospital, whereby his complete and earlier recovery was prevented. On February 22, 1917, the arbitrator arrived at the following written conclusion: "From the facts above given I find that the present condition of the applicant's limb is due to his wilful misconduct in removing the splints; that if he had not done so his limb should have been fully restored by the thirtieth September, 1916, judging from the healthy bony union of the fractured bones, and that his full earning capacity would have been regained." Compensation was therefore allowed at the rate of $19.80 per week from the date of the accident to September 30, 1916, amounting to $376.30.

In January, 1918, a notice of motion was served upon the solicitors of the employers that a request would be made on behalf of the workman before the Appelate Division of the Supreme Court for: (1) an immediate order remitting the award in question to the arbitrator for reconsideration of the question of the amount of compensation which should be awarded to the applicant in respect of the incapacity caused to him by the accident, and calling his attention to section three of the first schedule attached to the Workmen's Compensation Act, and also to sections 13 and 16 of the said first schedule; and (2) an order for leave to appeal from the award.

In the judgment of the Court, it is declared that there does not seem to be any authority in the act for making the first order asked for, and with respect to that the application should be dismissed.

With respect to the leave to appeal, this is allowable under the statute only upon a question of law. It was claimed that upon an original application to fix compensation and the amount of weekly payments, the arbitrator had no power to fix a limit of time at the expiration of which the payments should cease, but that an employer who desires to have an order made ending the payments, must make a separate application for a review under section 13 of the first schedule to the act. It was held, however, by the Court that this is no doubt true with respect to fixing a date in the future when the payments shall cease, but it is otherwise with respect to a date in the past.

It was further argued that the arbitrator had no authority to deal with the question of the serious and wilful mis-

conduct of the workman in the manner adopted in this case. The contention was that the words of section 3, subsection 2 (c) of the act only refer to serious and wilful misconduct of the workman as having caused the original accident and injury, and that there is nothing in the act giving the arbitrator power to consider serious or wilful misconduct at a later time as being the real cause of the continuance of the incapacity, and, therefore, to fix the limit of the duration of the weekly payments at a time when but for such subsequent serious and wilful misconduct the incapacity would have ceased. This contention was not upheld by the Court. It was pointed out in the judgment that this section of the act says that "where total or partial incapacity for work results from the injury," a weekly payment during incapacity shall be awarded. If the arbitrator finds that the incapacity presently existing was not really the result of the original injury, but due to some other cause for which the workman was responsible, he cannot declare that the incapacity "results from the injury." It was therefore ruled that the arbitrator made no mistake in law in deciding that an incapacity existing after September 20, 1916, was not the result of the injury, and in ending the payments as of that date. The application was accordingly dismissed, with costs. (*Alberta—Ripka v. Georgetown Collieries, Limited.*)

Foreman road builder in Ontario responsible for acts of subordinates

A gang of men were engaged in building a road, and under instructions of the foreman they were in the habit of having a fire lit every day at noon for the purpose of making tea. One day, in the absence of the foreman, the fire got out of bounds and on the following day it spread to some farm buildings and destroyed them. The owner brought action against the foreman of the gang and was awarded damages of $217 with costs, the plaintiff alleging that the fire which destroyed his property had spread to his land from a fire negligently set in a highway by order of the defendant. This judgment was sustained on appeal. It was held by the Court of Appeal that there was negligence in lighting the fire in the first instance, and in failing to keep it within bounds, and that the foreman was negligent in that he had sanctioned the lighting of fires and had given no specific directions how or where a fire was to be made, and took no precautionary measures. The plea invoked by defendant that since the road-building was a public work of the province, the alleged wrongful acts or omissions were not his, but those of the Crown, and, therefore, by law, not wrongful, was not upheld. It was declared by the Court that the onus was upon the defendant to establish not only general authorization to do the work, but specifically that in committing the alleged wrongs he was executing the work in the manner authorized or directed by the Crown. No proof to this effect was offered. (*Ontario—Bigras v. Tasse.*)

REVIEWS

ONTARIO. — Department of Lands, Forests and Mines: Bulletin No. 32. The Bureau of Mines. Report on the Mining Accidents in Ontario in 1917. 32 pp.

Mining Accidents in Ontario

A REPORT of the Ontario Bureau of Mines on Mining Accidents in Ontario in 1917 shows that there were 36 fatalities last year in mines, metallurgical works and quarries, as compared with 51 deaths in 1916. The number of fatalities in the various occupations for the two years is shown in the following table:

	1916.	1917.
Mines, underground	30	19
Mines, surface	7	7
Metallurgical works	8	6
Quarries	6	4
Totals	51	36

The fatalities at the mines were divided among the several districts as follows:

	1916.	1917.
Gold mines of Porcupine and Kirkland Lake	14	8
Silver mines of Cobalt and adjacent districts	8	9
Nickel-copper mines of Sudbury	13	9
Iron mines of Michipicoten	2	0
Totals	37	26

The number of fatal accidents per 1,000 persons employed was 2.32 in 1917, as compared with 3.07 in 1916, and an average of 3.09 for the last 17 years. More efficient scaling methods have greatly reduced the number of fatal accidents caused by falls of earth and rock, there having been only four casualties of this nature in 1917. Four fatalities underground, due to explosives, occurred in 1917. This is also a reduction over previous years and is due to greater care in the handling and storage of explosives, reporting of missed holes, etc.

CANADA.—Profit-sharing and Producers' Co-operation in Canada. By H. Michell. Queen's Quarterly, January, February, March, 1918. 26 pp.

Profit-sharing in Canada

An article has appeared in the last issue of Queen's Quarterly, by Mr. H. Michell, on "Profit-sharing and Producers' Co-operation in Canada." Three systems are described by the author, and are defined as follows: "Profit-sharing is understood to involve an agreement between employer and his workpeople under which the latter receive, in addition to their wages, a share, fixed beforehand, in the profits of the undertaking." "Labour co-partnership is an extension of profit-sharing, enabling the worker to accumulate his share of profit in the capital of the business employing him, thus gaining the rights and responsibilities of a shareholder." "Producers' co-operation is that system by which the whole management of the business is turned over to the employees and the profits therefrom divided among them, the original owner of the concern retaining a share fixed by mutual arrangement beforehand."

There have been in Canada, according

to the author, 13 profit-sharing schemes, of which eight are now defunct, nine co-partnerships, two of which have been discontinued, and eight examples of producers' co-operation, all of which have failed. There has been a similar lack of success in other countries, such as England and the United States. The causes of so many failures are attributed to the disappointment of employers with the results, because of the employees showing no appreciation of the benefits extended to them, but looking upon the increased remuneration as their right; the hostility of the trade unions to any form of profit-sharing or labour co-partnership, and a change in the ownership or management of a business leading to the dropping of the scheme. Still other causes are given for the failure of profit-sharing in Canada. It is pointed out that labour in this country is very fluid, and the chances of a man being able to better himself are so great that the turn-over in the labour force is exceptionally high. Wages are high, and the chance of an ambitious man stepping from the wage-earning class to the employer or independent class are very good. Finally, the situation is described in the following quotation from "Co-partnership and Profit-sharing," by Dr. Aneurin Williams: "The material development of the country has been too rapid, the increase in the production of wealth too great, and the openings for men of ability, even without capital, too tempting, for many of the most active minds to concern themselves much with the improvements in industrial relations and the system of sharing wealth."

SWEDEN.—Sveriges Officiella Statistik. Socialstatistik. Kollektivavtal. I Sverige ar, 1916, av k. socialstyrelsen. 51 pp.

Industrial Agreements in Sweden

A report has been issued by the Statistical Office of Sweden on the industrial agreements in force in that country during 1916. In that year, 752 new agreements were made between employers and their employees, affecting 4,219 employers and 117,358 workpeople. At the beginning of 1916, there were 1,457 agreements in force, affecting 255,731 workmen. By the end of the year the number of agreements had increased to 1,586, and the number of workpeople to 265,517. Of the 752 agreements of 1916, 549 were signed by associations of employers and 203 by individual employers. For the employees the corresponding figures are 725 and 27. The majority of the agreements, 431 in all, applying to 46,412 workpeople, concerned only one or a few isolated employers. There were 313 local agreements affecting 34,496 workpeople, and eight national agreements with 36,450 employees. With regard to the settlement of disputes, 235 agreements provided that they should first be dealt with through negotiations between the parties concerned, and if this is not successful, that they should be referred to the organizations to which the parties to the dispute belonged. According to 396 agreements, disputes had to be submitted for settlement to the committees of conciliation and arbitration. In 228 agreements it was provided that these committees were to have cognizance only of disputes concerning the interpretation and application of the agreements, but in 168 others the powers

of the committees were to extend to all disputes. Agreements between 4,126 employers and 115,741 employees specified the hours of labour. 49,774 employees worked 60 hours per week, 27,681 worked 57 hours, and 11,468 employees worked 54 hours. In 670 agreements, affecting 109,183 workpeople, clauses were inserted providing for payment of indemnities in case of accidents. Insurance against accidents is stipulated in 376 agreements, applying to 40,180 workmen. In addition, 332 agreements affecting 71,295 employees, provide for indemnities in case of accident under the form of direct payment by the employers during the period of 60 days after the accident.

THE

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

In this Issue

The percentage of the membership reported unemployed at the beginning of April by trades unions was 1.7 as compared with 2.2 at the same time last year and 2.4 at the beginning of January. Employment in the metal industries continued to improve. There was an advance over March in the value of building permits issued, but a decline in comparison with April, 1917. A falling off in civic employment as compared with March was indicated. While there was an increase over last month in the time loss on account of industrial disputes, the record was much better than in April of last year, and at the end of the month only five strikes remained unsettled. Of the twenty-six changes in wages and hours reported in the first quarter of the year, twenty-two were wage increases, three were reductions in hours and one an increase in wages with a reduction in hours. The cost of the weekly budget of staple foods dropped from the March level of $12.66 to $12.57. The cost of the budget in April, 1917, was $10.77. The index number of wholesale prices was practically unchanged, standing at 269.4 as compared with 269.2 in March, and 228.7 in April, 1917.

Proceedings under the Industrial Disputes Investigation Act

During the month of April reports were received of four Boards of Conciliation and Investigation which had inquired into disputes affecting (1) Collingwood Shipbuilding Company, Limited, Collingwood, Ont., and employees; (2) Corporation of the City of Ottawa and firemen; (3) Hamilton Street Railway Company and conductors and motormen; and (4) Corporation of the City of Ottawa and certain employees. In the first three cases settlements were effected, and in the fourth the award was declared acceptable to the employees, but the civic authorities had not stated their position at the close of the month. Settlement by direct negotiations was reported of a dispute between the Canadian Northern Railway (Eastern Lines) and the Halifax and South Western Railway and conductors, trainmen and yardmen. Ten applications for the establishment of Boards also received attention during the month.

* * *

Affiliation of Nova Scotia Amalgamated Mine Workers with U.M.W.A.

The Amalgamated Mine Workers of Nova Scotia have decided by a vote of nearly ninety-eight per cent of their membership to affiliate with the United Mine Workers of America. In the month of March, 1917, two applications for Boards of Conciliation were received in the De-

partment of Labour from employees of the Glace Bay Colliery of the Dominion Coal Company, one from employees members of the Provincial Workmen's Association and the other from employees members of the United Mine Workers of Nova Scotia, the two organizations which have divided the field in that district for some time. In view of all the circumstances, the Minister of Labour recommended the appointment of a Royal Commission to inquire into the causes of unrest in the coal mining districts of Nova Scotia, and to investigate the relations between the Dominion Coal Company and its employees. (See issues of May, June and July, 1917.) The Commission found that much of the unrest was due to the presence of the two rival labour organizations, and after several days' negotiations, on June 15, an amalgamation of the two bodies under the name of the Amalgamated Mine Workers of Nova Scotia, was agreed upon. By its affiliation with the United Mine Workers of America the new body becomes a part of an organization with a strength of half a million members, and at the same time adds to it a membership of over one thousand. It is expected that the miners of Inverness and Pictou counties, numbering about four thousand, will also affiliate with the United Mine Workers.

* * *

Supplementary Report of the Whitley Committee

Reference to the first and second reports of the committee on relations between employers and employed, the so-called Whitley Committee, a sub-committee of the Reconstruction Committee of the United Kingdom, has been made in previous issues of the *Labour Gazette* (August, 1917, page 570; April, 1918, page 232). The April issue of the British Labour Gazette has the following summary of a "Supplementary Report on Works Committees," which deals more fully with the proposal to institute such committees:

In this supplementary report, it is pointed out that, while in every industry there are certain questions such as rates of wages and hours of work, which should be settled by district or national agreement, there are also many questions closely affecting daily life and comfort in, and the success of, the business, and affecting in no small degree efficiency of working, which are peculiar to the individual workshop or factory. The purpose of a Works Committee is to establish and maintain a system of co-operation in all these workshop matters.

Throughout their recommendations the committee have proceeded upon the assumption that the greatest success is likely to be achieved by leaving to the representative bodies of employers and employed in each industry the maximum degree of freedom to settle for themselves the precise form of council or committee which should be adopted, having regard in each case to the particular circumstances of the trade; and, in accordance with this principle, they refrain from indicating any definite form of constitution for the Works Committees. Their proposals as a whole assume the existence of organizations of both employers and employed and a frank and full recognition of such organizations, and they remark that Works Committees established otherwise than in accordance with these principles could not be regarded as a part of the scheme recommended, and might indeed be a hindrance to the development of new relations in industry.

The report puts forward the opinion that the complete success of Works Committees necessarily depends largely upon the degree and efficiency of organization in the trade, and upon the extent to which the committees can be linked up with the proposed district and national councils, a matter in regard to which the national councils should determine a scheme. It is thought important to state that the success of the Works Committees would be very seriously interfered with if the idea existed that such committees were used, or likely to be used, by employers in oppo-

sition to trade unionism, and it is strongly felt that the setting up of Works Committees without the co-operation of the trade unions and the employers' associations in the trade or branch of trade concerned would stand in the way of the improved industrial relationship which it is now endeavoured to further. The Works Committees are regarded as the broad base of the industrial structure recommended, and as the means of enlisting the interest of the workers in the success both of the industry to which they are attached and of the workshop or factory where so much of their life is spent; the committee should not, in constitution or methods of working, discourage trade organizations.

Opinions are expressed that Works Committees should have regular meetings at fixed times, and, as a general rule, not less frequently than once a fortnight. They should always keep in the forefront the idea of constructive co-operation in the improvement of the industry to which they belong. Suggestions of all kinds tending to improvement should be frankly welcomed and freely discussed. Practical proposals should be examined from all points of view. There is an undeveloped asset of constructive ability—valuable alike to the industry and to the state—awaiting the means of realization; problems, old and new, will find their solution in a frank partnership of knowledge, experience and good-will. Works Committees should fail in their main purpose if they existed only to smooth over grievances. It is recognized that, from time to time, matters will arise which the management or the workmen consider to be questions they cannot discuss in these joint meetings, and it is anticipated that when this occurs nothing but good will come from the friendly statement of the reasons why the reservation is made.

The committee regard the successful development and utilization of Works Committees in any business on the basis recommended in this report as of equal importance with its commercial and scientific efficiency, and they think that in every case one of the partners or directors, or some other responsible representative of the management, would be well advised to devote a substantial part of his time and thought to the good working and development of such a committee.

A report of an enquiry made by the Ministry of Labour into the constitution and functions of existing Works Committees will be published shortly.

* * *

Rents in war time in France

The following summary of the text of a French law, dated March 9, 1918, relating to the cancelling or modifying of leases and the payment of rents in France during the war period, appears in the April issue of the British Labour Gazette.

Among the principal provisions of the new law is one stating that the tenants of small dwellings who are serving in the army, or who have been discharged on account of wounds or illness, or who are in receipt of military or certain other specified allowances, poor relief, or assistance in accordance with the law of 14th July, 1905, are entitled to claim exemption from payment of rent during the war and during the six months following its termination. "Small dwellings" in this connection are those the rent of which does not exceed the following limits:

	Rent per Annum	
	Unmarried Tenants	Married Tenants
Paris and District	20	24
Communes of over 100,000 inhabitants	14	16
Communes of 20,000 to 100,000 inhabitants	10	12
Communes of 5,000 to 20,000 inhabitants	6	8
Communes of 1,000 to 5,000 inhabitants	4	6
Communes of less than 1,000 inhabitants	3	4

If a tenant who is mobilized is killed

during the war or dies while serving with the colours, the lease may be cancelled without indemnity on a declaration of his widow or his heir made within a certain period. Questions as to compensation for fixtures, etc., will be determined by the arbitration committee concerned (see last paragraph). A lease may likewise be cancelled when, owing to wounds or illness arising out of the war, the tenant can no longer carry on his former occupation, or if his business capacity is permanently reduced. During the war, and for a further period of six months, all proceedings at law against mobilized tenants are prohibited. For twelve months from the promulgation of the law, this prohibition also applies to widows and dependents of soldiers killed since 1st August, 1914, to wives of soldiers officially reported as missing, and to soldiers discharged owing to wounds or illness due to the war. It also applies to the wives and families of men retained by the enemy in invaded districts or interned in enemy or neutral countries.

House owners and landlords, whose tenants have been freed from liability, wholly or in part, under this Act, or by mutual agreement, are entitled to an indemnity from the state not exceeding 50 per cent of their losses if their net annual income does not exceed £200 in small towns (under 100,000 inhabitants), £320 in large towns, and £400 in Paris and the Seine department.

An owner who has been deprived of a considerable part of his resources and is in consequence unable to pay mortgage instalments will be granted the delay considered necessary by the arbitration committee to meet the case, not exceeding a period of three years after the conclusion of the war. At the demand of the tenant, leases may be extended for a period equal to that from the tenant's mobilization up to the end of the war in the case of business premises and for two years in case of dwellings.

All disputes arising out of the operation of the law are to be settled by special arbitration committees to be set up in each district, upon which owners and tenants will be represented in equal numbers.

* * *

Fixing of Minimum Wages by the Agricultural Wages Board in England and Wales

The Agricultural Wages Board, established for England and Wales under the Corn Production Act of 1917 (see issue of January, 1918, page 3), is reported in the April number of the British Labour Gazette to have given notice that they propose to fix minimum time rates of wages for male workers over 18 years of age in certain counties. The rates will be fixed on the basis of 30s. for 54 hours (exclusive of meal times) for the period commencing the first Monday in March and ending on the last Sunday in October, and on the basis of 30s. for 48 hours (exclusive of meal times) for the remainder of the year. Objections to these rates will be heard for a period of one month dating from April 2, and no wages will be fixed until the expiration of this interval. Differential rates for overtime will be set at a later date after due notice in accordance with the provisions of the Act. The difficulties attending the establishment of all the District Wages Committees and the consideration of their recommendations regarding minimum wage rates applicable to their areas having caused some delay, the Board recommend that the minimum rates, when fixed, be made retroactive to the first of April, by mutual agreement between employers and workers.

On March 28th, the Board received the report of the Committee on "Cottage Rents," which suggested that the District Wages Committees should make recommendations to the Board as to the minimum rates of wages as affected by the question of cottage rents, and expressed the view that "a worker should be in a position should he so desire to provide himself with a proper and reasonable standard of accommodation . . .

and that any minimum rates fixed for adult male workers should accordingly be such as will enable an 'economic rent' for such standard of accommodation to be paid by the worker." The standard defined by the report includes a five-roomed dwelling in a proper state of repair, adequate water supply and satisfactory sanitary arrangements and having a garden of not less than one-eighth of an acre. It also outlined for the guidance of District Committees how the "economic rent" may be determined in certain districts. The final report of the Committee on "Allowances," which was appointed to consider the general principles to be adopted as a basis for determining the value of allowances and benefits other than cottages received by workers, was also received. The committee were of the opinion that wages should be paid, so far as possible, wholly in cash, but they thought an attempt to abolish allowances at the present time would be detrimental. They therefore recommend a general order of the Board defining milk and potatoes as allowances which may be reckoned as part payment in lieu of cash in the fixing of minimum wages and a basis on which the value of these articles might be arrived at was suggested. This report was approved and adopted and the Board decided to invite district committees to consider its recommendations on the question of allowances in fixing wages.

District committees were formally established for twenty districts at a meeting of the Wages Board held in March, and a sub-committee of six members of the Board, together with three co-opted members appointed to "enquire into the financial results of the occupation of agricultural land and market gardens in view of present conditions, and into the cost of living as affecting workers in rural districts, to collect data and receive evidence on these subjects and to report to the Wages Board as soon as possible."

Conference of Coal Mine Operators and Miners' Representatives at Ottawa

At the request of the Minister of Labour a conference was held at Ottawa, April 17 and 18, for the purpose of discussing the fuel situation in Canada, with special reference to increased production. Mine operators and representatives from coal miners' organizations in all the coal fields of the country were invited to the conference. On the opening day the delegates were addressed by the Prime Minister and the Minister of Labour, and representatives from the Fuel Controller's Office also took part in the proceedings. In a "round table" discussion the various phases of the fuel problem were thoroughly canvassed. The following day was devoted to informal meetings between the Minister of Labour and the delegates and consideration was given to the causes of unrest among the miners in the different coal fields of the country. At the close of the conference the delegates were agreed that the meeting had been most satisfactory and that a larger measure of co-operation between capital and labour in the coal mining industry would result.

* * *

Labour Jottings

Announcement has been made of the fifteenth economic essay contest for prizes donated by the Chicago tailoring firm of Hart, Schaffner & Marx. Two prizes, a first of $1,000, and a second of $500, are offered in Class B, which includes undergraduates of any American college. Class A is open to any other American without restriction, a first priize of $300 and a second of $200 being offered in this class. Six topics are suggested, and a long list of "available subjects" is also given.

Industrial Service Sections have been created in the United States Signal Corps, the Quartermasters' Department,

and the Ordnance Bureau, by the War Department, to develop and maintain satisfactory relations between employers and employees engaged in production for the army. The work of these sections is to be carried on in close co-operation with the Department of Labour and is being co-ordinated with the Labour Administration through the office of the Secretary of War.

The April British Labour Gazette states that the *Correspondenzblatt* for 15th February, 1918, reports the results of "difficult and protracted conferences" between representatives of trade unions, of employers' associations and of Government departments in Germany in regard to the payment of compensation to workpeople for loss of wages consequent upon the shortage of coal.

On April 1, the United States Department of Labour announced that during the preceding week the Department had been successful in settling 11 disputes between capital and labour. The list includes six strikes, three controversies and two walkouts, and approximately 20,000 men were involved.

After investigations on the part of private citizens of Montreal into the conditions of employment for children, in which it was found that in many instances boys and girls of nine, ten and eleven years of age were among the workers, an Anti-Child Labour League has been formed in that city.

The United States Employment Service recently announced the appointment of federal directors of employment for Arkansas, Indiana, Maryland and New Mexico. Twenty-two states now have federal directors.

A French decree of February 22, 1918, establishes a permanent council attached to the Ministry of Labour and Social Thrift, whose functions shall be to study questions relative to the development of the co-operative movement.

A plan is being developed by representatives of the United States Department of Labour in conference with the National Shipping Board to provide for the periodic adjustment of wages in shipbuilding industries on the basis of the cost of living as reported by the Bureau of Labour Statistics.

At a recent joint meeting of the electrical workers and electrical contractors of Toronto, a conference Board was established to promote harmonious relations between employers and employed. The Board is composed of two representatives from the local electrical workers' union and two from the electrical contractors' association. It was decided that it should meet monthly to adjust any differences.

The Department of Labour of the United States has established a Speakers' Bureau to send speakers into the industrial districts of the country to urge patriotic speeding up of production by workmen. Already large audiences have been addressed and the Department reports that its corps has created much enthusiasm in the centres visited.

To insure against vessels under construction in their yards being held up at Point Ellice, B.C., on account of shortage of skilled caulkers, the Cameron-Genoa Mills Shipbuilders, Ltd., have decided to establish a school of instruction in this trade.

The Director General of state railways in Hungary has issued an order which restricts the right of railway servants to combine and to strike.

In the April, 1918, issue of the *Labour Gazette* (p. 231) reference was made to the friction which had arisen over the wage question in British Columbia shipyards and machine shops and to the appointment of a Commission to look into the same. The Commission, towards the end of the month, presented a report and it was understood a minority report would follow. Work in the shipyards in Victoria and Vancouver was continued, pending a consideration of the reports by the Dominion Government, but the employees of a number of machine shops in Victoria ceased work on May 1.

INDUSTRIAL CONDITIONS DURING APRIL, 1918

I.—GENERAL REVIEW

The Labour Market

In April employment in the steel works at the Sydneys was better than in March and the general improvement in the metal industries indicated last month was continued; the only slackness was reported from a few places in the Maritime Provinces. Employment was very brisk in ship-building yards in Quebec and the Maritime Provinces and also on the Pacific Coast. Employment in railway shops and locomotive works was well maintained and the large agricultural implement plants at Toronto, Hamilton and Brantford were very busy. Workers on electrical apparatus were generally well employed and some overtime was worked. Employment in automobile and carriage factories was reported good at all points. Munition workers were in demand at Toronto. In foods there was improvement, in sugar refineries in the East except in the beet sugar works of Western Ontario. The refinery at Vancouver was operating steadily. The confectionery trade was unsettled by new regulations of the Food Board, but establishments making aerated waters and similar beverages were generally busier. Workers in flour and provender mills in the East were well employed and in many of the Western mills operations were continued day and night. Abbatoirs and meat-packing establishments were busy in the West, but at a few points in Ontario there was difficulty in securing supplies. Employment for tobacco and brewery workers was generally only fair. The high level of employment in textiles indicated last month was continued in April, but at some points the workers were leaving for more remunerative employment in other lines and the mills were calling for hands. Employment for workers on tents and awnings continued to improve. Garment workers were generally well employed in Quebec and Ontario; whitewear operatives were busy, but at a few points there was some slackness in the cloak trade and in shirt and collar factories. Employment for pulp and paper workers continued very good, some of the mills working day and night. Employment in both newspaper and job printing was very good in the East and printers were wanted in different establishments in Western Ontario; in the West employment was good, especially at Edmonton and Vancouver. In wood-working, sash, door and planing mills in the East were much busier than in March and employment continued to improve in the West. Furniture workers were generally well employed. In the leather industries employment for workers in tanneries was good on the whole, but there was slackness in factories at several points in Quebec and in some Ontario factories. Workers on harness and horse goods were well employed because of the brisk demand for these lines in farm work. In clay, glass and stone employment continued generally dull, but brickyards at some points were busier. In chemicals employment was good and nitrators were in demand at Trenton. On the railways employment was better in the East than in the West and in the Maritime Provinces much overtime was worked; laborers for maintenance work were in demand at Winnipeg, Brandon and Calgary. Longshoremen continued well employed at Halifax and St. John. Navigation was open on the St. Lawrence to Montreal, but steamers had not begun to arrive; at other lake and river ports, however, activity was beginning and at Pacific ports employment for longshoremen continued good. In metal mining the workers in the Cobalt field were

well employed, but with costs increasing operators in the Porcupine gold field were not extending operations. The conditions for metal miners in British Columbia, however, showed improvement except at Nanaimo. Coal miners in Nova Scoia fields were well employed and in Crow's Nest Pass and on Vancouver Island employment was very steady. In lumbering, river driving operations were actively under way in Quebec, New Brunswick and Nova Scotia and some scarcity of hands was reported. Saw mills, which were beginning operations, also had difficulty in securing help. Lumbering in British Columbia continued very brisk. Farm hands were in demand at the different provincial employment offices of Ontario and also at points in the prairie provinces. Building operations were confined mainly to repair work, although some new construction was reported; carpenters were still in demand for Halifax. Employment in the building trades, as indicated by the value of building permits issued in 35 cities, increased 40.8 per cent as compared with March and decreased 6.9 per cent as compared with April, 1917. Reports from 16 cities, showing the number of civic employees temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in April, indicated a decrease of about .5 per cent in the number of workers, and a decrease of nearly 17 per cent in the wages paid.

Strikes

The loss of time in April on account of industrial disputes while greater than in March was much less than in April, 1917. There were in existence at some time or other during the month 15 strikes, affecting 7,315 workpeople and involving a time loss of 15,671 working days as compared with 13 strikes, 1,008 employees and 8,276 working-days in March and 22 strikes, 10,008 employees and 122,008 working days in April, 1917. On April 1, there were on record six strikes affecting 120 workpeople. Nine strikes were reported as commencing during the month as compared with eight in March. Seven of the new strikes and two of the old disputes were reported terminated, while one was withdrawn from the record, leaving the five following unterminated strikes affecting 410 employees on record at the end of April: plumbers and steamfitters, St. John; machinists at Montreal; metal polishers and buffers, Weston; moccasin stitchers, Toronto, and civic employees at Vancouver.

Prices

In prices, decreases in grains, dairy products, fruits and vegetables, metals and implements, drugs and chemicals were offset by increases in animals and meats, in building materials and by slight increases in nearly all the other groups. The index number of wholesale prices therefore was practically unchanged, standing at 269.4 for April as compared with 269.2 for the previous month, 228.7 for April, 1917, and 136.7 for April, 1914. In retail food prices, eggs and potatoes showed considerable decreases and although meats and several other articles were slightly higher, the average cost of a budget of staple foods for a family of five averaged $12.57 at the middle of April in nearly 60 cities as compared with $12.66 in the preceding month, $10.77 in April, 1917, and $7.51 in April, 1914.

Changes in Wages and Hours of Labour

During the first quarter of 1918, twenty-six changes in rates of wages and hours of labour, affecting approximately 18,800 workpeople, were reported to the Department, as compared with thirty-three changes affecting approximately 21,400 workpeople, in the last quarter of 1917, and 61 changes affecting approximately 26,700 workpeople in the first quarter of 1917. Of the twenty-six changes twenty-two were wage increases, three were reductions in working hours and one an increase in wages with a reduc-

tion in hours. In the manufacturing and mechanical industries, eight changes were reported, affecting approximately 2,600 workpeople, of whom the majority were in the metals, machinery and conveyances group. In transportation there were seven changes affecting approximately 9,600 workpeople of whom 9,036 were steam railway employees.

II.—THE INDUSTRIES AND TRADES

Metals, machinery, conveyances

Sydney reported the production of the Dominion Steel Company for April in tons as follows: pig iron, 28,000; ingots, 31,000; billets, 12,000; rails, 13,000; rods, 7,200; merchant bars, 1,200; wire and products of wire, 2,300, as compared with a production in tons during March of: pig iron, 25,000; ingots, 30,000; blooms, billets and slabs, 24,000; rods, 9,600; merchant bars, 4,200; wire, 1,200, and wire products, 1,100. At the Sydney Mines steel plant the production of iron was 7,690 and steel 10,500 tons, as compared with 6,200 tons of iron and 9,100 tons of steel last month. Charlottetown reported machine shops active, and, at Amherst, metal working establishments were busy, with a shortage of labour in some departments of the Canada Car and Foundry Company. Westville reported steel manufacturers fairly busy, but there was some suspension of work at New Glasgow owing to a labour difficulty, and another company during the latter part of the month laid off most of its hands and was only operating on a small scale. At Moncton, steady conditions prevailed in the Government railway shops and there was a fair amount of activity in foundries in the city and at Sackville. Fredericton reported machine shops and foundries very active, and, at St. John, the rolling mills were working steadily; nail factories were busy, with a demand for labour, and shipyards were active, but hampered by difficulty in securing hands. Newcastle also reported shipbuilding plants very busy. Montreal reported many metal manufacturing establishments adding to plant and shipbuilding yards were increasing operations. Quebec also reported boat and shipbuilding yards very busy and machine shops and stove and furnace foundries active. Sorel and Three Rivers reported shipbuilding active. Sherbrooke reported a fair amount of activity in metal plants, and, at St. Hyacinthe, foundries and engine and boiler plants were well employed. St. John's and Iberville, however, reported the iron and steel industries quiet. At Toronto, the metal trades were active, with a decided shortage of skilled labour in many lines. Plants engaged upon special work for the Government were operating to capacity and many women and girls who had been laid off were re-employed. Shipbuilding yards were in full operation, and engine and boiler plants had a busy month. Automobile and bicycle plants were active and manufacturers of electrical apparatus and agricultural implements had large orders on hand. Hamilton reported a demand for labour in the manufacture of locomotives, cars and parts and electrical apparatus. At Niagara Falls all metal working establishments continued very busy, with skilled help constantly in demand; men and women without experience were being taken on in machine shops and cutlery factories. St. Catharines reported metal manufacture in all branches active. Ottawa reported foundries and machine shops busy and short of machinists and boilermakers. The Kingston Locomotive Company and the Kingston Shipbuilding Company were well employed. Belleville reported rolling mills and manufacturers of structural iron and steel active, and, at Peterborough, there was a demand for machinists and tool makers; the Canadian General Electric Company was working overtime.

Galt reported all branches of the metals group active, and foundries and machine shops in Kitchener and Waterloo were busy, with machinists in demand in several shops. At Brantford, the Waterous Engine Company was not as busy as during last month, though all hands were well employed; carriage and wagon companies and the Buck Stove Company and agricultural implement plants were very busy. At Guelph, machinists were well employed and skilled men were in demand; iron moulders generally were well employed, though in one plant a number of men were laid off. Stratford reported the agricultural implement plant very busy, with a demand for workmen. At Woodstock, there was a demand for painters in wagon factories, and for moulders, mounters and polishers in stove and furnace foundries. At London, the rolling mills were exceptionally busy, and all foundries and machine shops were active. St. Thomas reported iron works busy or normally employed, and there was a decided scarcity of skilled help in railway shops. At Chatham there was a constant demand for men in the metal industries. Windsor reported the Canadian Bridge Works employed day and night and advertising for men; automobile plants were working at full capacity. Metal working establishments at Owen Sound were generally active, though in a few instances working forces were slightly reduced owing to delay in the receipt of material; some companies were working overtime and reported a scarcity of mechanics. At Orillia there was a lack of men in the metal industries; early in the month the Electro-Foundries began operation with their new furnace, and between 20 and 25 tons of pig iron were being produced daily. Shipbuilding plants and iron working plants at Port Arthur and Fort William were very busy. Winnipeg reported all branches of the metal trades well employed, and, at Brandon, machine shops were busy. At Medicine Hat, rolling mills were busier than in the previous month and other metal establishments reported a slight improvement. Iron workers at Calgary were fully employed, and the Edmonton Iron and Machinery Company, while reporting trade quiet, expected improvement. At New Westminster, all shipyards were very busy and machine shops were advertising for men. Vancouver reported manufacturers of engines and boilers working at capacity with large orders ahead; boat and shipbuilding was absorbing all available men, and semi-skilled men were being employed in large numbers; stove manufacturers were quiet owing to difficulty in securing steel plates. Victoria reported iron shipyards and foundries fairly busy, chiefly on repairs; a large force of men were employed at the wooden shipyards and at the assembling plant.

Foods, liquors and tobacco

Sydney reported normal conditions in the food industries, but, at Halifax, bakeries and confectioneries were advertising for woman help and there was an improvement in employment in aerated water and soft drink establishments. Canning factories at Charlottetown were active and employing many women. Westville reported flour and feed mills busy. At St. John, flour and feed mills and the Atlantic Sugar Refinery were running steadily, confectioneries and bakeries were active and breweries were steadily employed. Fredericton reported packing houses and baking and confectionery establishments busy. The J. A. Marvin biscuit company at Moncton was extending its premises and installing more machinery; soft drink establishments were busier with the advent of warmer weather.

Sherbrooke reported meat packing houses active and tobacco factories and breweries fairly busy. Flour and feed mills at St. Hyacinthe had an active month and cigar and tobacco factories were very active; the distillery was quiet. Three Rivers reported tobacco workers only fairly busy.

Toronto reported flour mills, abattoirs and meat packing houses active; bakeries and confectioneries had plenty of work, but conditions were somewhat unsettled owing to recent regulations of the food

controller which were expected to considerably curtail production; soft drink manufacturers reported more activity than in the previous month, and cigarmakers were fairly well employed. At Hamilton, all branches of the foods group were busy, and there was a demand for cigarmakers in the large factories. At St. Catharines, flour mills and other branches of the foods group were busy. Brockville reported the foods group busy, and, at Kingston, flour, feed and cereal works were active. Belleville reported flour and feed mills well employed. At Peterborough, flour, feed and cereal mills were working overtime, and the Quaker Oats Company was about to commence operations in its new plant. Kitchener reported meat packing establishments and bakeries and confectioneries busy; there was some demand for cigarmakers and breweries were working full time. Galt reported considerable overtime in the foods group, and, at Brantford, milling companies and baking and confectionery establishments were active; the Waddell Preserving Company was making extensions and expected to give employment to a large number of hands. At Guelph, flour and feed mills and biscuit factories were well employed; breweries were quiet, but soft drink establishments were busy. Stratford reported flour and feed mills running steadily. London reported biscuit factories and confectioneries brisk, and the cigar factories of the city were active. Chatham reported flour mills busy, but the Dominion Sugar Company was still unable to obtain raw materials and was employing only a few men; abattoirs and meat packing houses were quiet owing to lack of stock. At Windsor, the Postum cereal company was running with a large force, but meat packing houses were quiet; cigar factories were active with a demand for workers.

At Winnipeg, all branches of baking and confectionery establishments were busy; breweries reported normal conditions; pickle and vegetable canneries had difficulty in securing sugar and laid off half their hands. At Brandon, flour mills and breweries were busy. Regina reported flour mills working day and night; help in demand in bakeries and confectioneries, and an improvement in soft drink establishments. Prince Albert reported flour mills running full time. At Medicine Hat, flour mills generally were active, though one mill was shut down for a few days. Lethbridge reported flour mills and the macaroni factory busy, and, at Calgary, flour mills were running day and night shifts; abattoirs and meat packing houses were fully employed; the cigar factory reported trade good. At Edmonton, the Swift-Canadian packing house reported normal conditions. Fernie reported breweries fairly well employed. At New Westminster, the abattoir was fully employed and evaporating plants resumed operations; there was some improvement in cigar factories, and the brewery was operating steadily. At Vancouver, flour mills were busy, and the sugar refinery was steadily employed, though shipments of raw sugar were irregular; the abattoir was working steadily and meat packing houses were active; fruit and vegetable canning were seasonally quiet and breweries were dull; women working in cigar factories were not as fully employed as in the previous month. At Victoria, fruit and vegetable canneries were making preparations for their busy season; cigar factories and breweries reported a falling off in trade.

Textiles, cordage and carpets

Amherst and Truro reported woollen mills well employed, and, at St. John and Fredericton, cotton mills were working full time. At Moncton, the Atlantic Underwear Company showed increased outputs and was advertising for additional help; Humphrey's woollen mills were active. Quebec reported cotton mills very busy, and, at Sherbrooke, cotton, woollen and knitting mills were active. Montreal reported that cotton manufacturers and other textile establishments had all the orders they could fill. Three Rivers reported the Wabasso Cotton Company very busy, and, at Hull, Hanson Brothers knitting mills reported a

rush of special orders. At Toronto, woollen, hosiery, underwear and knitted goods manufacturers were active and tent and carpet industries reported trade good. At Hamilton, there was a demand for weavers in cotton factories and other branches of the textiles group were active. St. Catharines reported manufacturers of silk goods, underwear and knitted goods well employed, and, at Welland, cotton mills were running day and night shifts and advertising for hands. Galt reported cotton, woollen and silk mills fully employed, and, at Brantford, woollen mills and knitting companies were very busy, but short of help. Kitchener reported the felt factory working full time and the Doon twine factory active and short of help. At Stratford, woollen mills, hosiery and knitting factories were well employed. London and St. Thomas reported knitting companies busy, and, at Windsor, the awning company resumed operations; button factories were busy. Orillia reported the demand for employees in some metal plants was drawing on the supply of labour in woollen factories. Owen Sound reported woollen mills and knitting companies fairly active, although one company shut down for about two weeks. Kingston reported cotton and woollen mills active, and, at Guelph, cotton, woollen and linen mills and carpet mills were busy and the whitewear factory was well employed. At Chatham, knitting mills and textile factories were active. Winnipeg reported bag companies well employed and knitting companies increased their staff; tent and awning firms continued normally employed. Vancouver reported manufacturers of tents, awnings and sails busier and all firms fully employed.

Clothing and laundering

Halifax reported that ready-made clothing factories had plenty of orders, but found difficulty in securing help. Truro and Moncton reported cap factories running full time, and, at Fredericton, garment workers were better employed, owing to improvement in spring trade. Quebec reported clothing factories busy, but laundries quiet; at Sherbrooke, ready-made clothing establishments were very active. At Hull, special orders resulted in the Woods Company taking on more help; Sparks Brothers also added to staff. At St. Hyacinthe, clothing factories had an active month and help was in demand in shirt and overall factories; steam laundries were very busy. Three Rivers reported glove factories active, but at St. John's and Iberville the Cluett-Peabody Company reduced its staff. At Toronto, the cloak trade was fair, but not as active as last month; workers in ready-made clothing factories had plenty of employment, and hat and cap workers and whitewear operatives and employees in steam laundries were well employed; experienced operators in all lines of clothing were in demand and some shortage of pressers and hand finishers was reported. At Hamilton, there was a demand for labour in steam laundries and dyeing and cleaning establishments; ready-made clothing factories and shirt and collar factories were busy. At Niagara Falls, hat and corset factories were busy, and woman help was in demand at suspender factories. At Ottawa, help was taken on by clothing manufacturers, who reported machine operators scarce; extra help was also employed at Parker's Dye Works. At Kitchener the robe and clothing factory was very busy, and shirt, collar and button factories were in need of hands; glove factories were busy and power machine operators were in demand; in the women's whitewear factory there was a demand for operators and girls in sewing and trimming departments; Brantford reported shirt and overall factories very busy. At Stratford the ready-made clothing factory was not as busy as during the previous month. Windsor reported the Peabody Overall and Shirt Company very active and help in demand. Dyeing and cleaning establishments were busy. At Belleville the shirt factory was busy and steam laundries and cleaning establishments reported an active month. Brockville reported the Walthosen Hat Corporation

and the glove factory fairly busy. At Winnipeg, manufacturers of ready-made clothing reported more employment and shirt factories were fairly busy; there was some increase in staff in cap factories, and glove manufacturers were active and in need of help. Furriers were experiencing an unusually busy spring and whitewear firms reported fair activity. Laundries were reported well employed, and cleaners and dyers were active. At Edmonton the Great Western Garment Company reported a demand for help and some 250 hands were fully employed. Vancouver reported the overall and shirt making trades were not as active as during the previous month, but steam laundries and dyeing and cleaning establishments were fairly busy. At Victoria, shirt and overall factories were working steadily.

Pulp, paper and fibre

Halifax reported the felt and tarred paper plant working to capacity. St. John reported the pulp mill working day and night, and, at Newcastle, pulp and paper makers continued busy. Sherbrooke reported pulp and paper mills active, and, at Hull, the demand for pulp and paper was well maintained. Pulp and paper mills at Three Rivers had a busy month. At Ottawa the J. R. Booth Company reported the demand for pulp and newsprint well maintained, and, at St. Catharines, pulp mills and manufacturers of pulp products were well employed. At Sault Ste. Marie, pulp and paper mills were hampered by a scarcity of papermakers and expected to be obliged to close down part of their plant. Port Arthur reported the pulp and paper mill fully employed and taking on men for camps and for the drives.

Printing, publishing and paper

At Halifax, printing establishments were active, with a shortage of help. Sydney reported printers active, and, at Truro, printers were very busy and help scarce. At St. John, newspaper and job printing was good, and some establishments were working overtime. Binderies were busy and paper box factories reported help scarce. Charlottetown reported the printing and allied trades well employed. At Newcastle, newspaper and job printing offices were active, though there was no overtime as in the previous month. Moncton reported newspaper and job printing offices very active. At Quebec, newspaper and job printing was dull, but, at Montreal, Sherbrooke and St. John's and Iberville, printing establishments had a good month. St. Hyacinthe reported all branches of the printing trades active and paper box factories were well employed. Three Rivers also reported printers well employed. At Toronto, printers, bookbinders and allied trades had steady work and paper box and bag manufacturers were active. At Hamilton, all branches of the printing trades were busy, and, at St. Catharines, employment continued good. Ottawa reported that the printing trades were not as busy as in the previous month, though prospects were good and no employees were laid off. Paper box factories reported business well maintained. Brockville and Kingston reported newspaper and job printing fair, and, at Belleville, the printing trades were busy. Peterborough, Galt and Brantford reported printing offices active, and, at Kitchener, Stratford and Guelph, printers were steadily employed. Woodstock reported some demand for linotype operators and job hands, and, at St. Thomas, machine operators were scarce. Chatham also reported a demand for men, and, at Windsor, newspaper and job offices showed an improvement over the previous month. Owen Sound reported printers in demand. At Winnipeg, all branches of the printing group were well employed and job hands in demand. Paper box manufacturers were not as busy as in the previous month and were employing the same staff. Brandon reported newspaper and job printing active, and, at Regina, there was a demand for help. Prince Albert reported printers moderately active, with help scarce. Medicine Hat

reported printers fairly well employed, and, at Lethbridge and Calgary, printers were steadily employed. Edmonton reported some overtime in the printing trades. Fernie reported job printing brisk, and, at New Westminster, printing offices reported business normal. Vancouver reported newspaper printing very busy and men in all branches were engaged full time; job printing was improving and showed better prospects than for several years; binderies were fairly busy. Victoria reported all branches of the printing industry fairly active.

Woodworking and furniture

Sydney, Amherst and Westville reported sash, door and planing mills well employed, and, at Halifax, sash and door factories were very active. Fredericton reported sash and door factories busy, and, at St. John, establishments in this line were working overtime; wooden box factories were active and brush and broom factories had a good month. Newcastle reported sash and door factories busier than in the previous month, and, at Moncton, also, activity was reported. Quebec reported sash, door and planing mills and box factories quiet, but, at Sherbrooke and St. Hyacinthe, employment was good, and, at St. Hyacinthe, organ factories had a good month. St. John's and Iberville and Three Rivers reported sash and door factories busy. At Toronto, the woodworking and furniture trades, including piano makers, had an active month and more women were employed. Hamilton reported sash and door mills fairly active and other branches of the woodworking group busy. St. Catharines reported sash and door factories and other branches of the woodworking group fairly active, but, at Niagara Falls, planing mills were quieter than usual for the season. Ottawa reported sash and door factories busy. Kingston reported sash, door and shingle mills busy, and broom factories fair; piano factories had a good month. Belleville reported sash, door and planing mills busily employed. At Kitchener, sash, door and planing mills were all running full time, and wooden box factories were also busy; in furniture factories, finishers, polishers, machine hands, stainers and fillers were wanted; broom factories were fairly quiet, but woodenware and cooperage factories were busy; the piano and organ factory was working full time; sash, door and planing mills at Galt were very busy and advertising for help, but, at Brantford, quietness was reported. Stratford reported sash, door and planing mills busy and furniture factories well employed; broom factories and cooperage shops were active. Guelph reported piano makers and sewing machine makers active, and sash, door and planing mills were well employed. Woodstock reported a demand for labour of all kinds, especially machine hands, bench hands and finishers in furniture and chair factories, and there was some demand for skilled hands in piano and organ factories. At London, planing mills were busy, and the Sherlock-Manning Piano Company was active. At Chatham, sash and door factories were working full time, and, at Windsor, sash and door factories were well employed, but box factories were somewhat quiet; the piano factory was fully employed. At Winnipeg, sash, door and planing mills reported improvement and a demand for experienced help. Brandon, Regina, Lethbridge and Prince Albert reported sash, door and planing mills active, and, at Medicine Hat, employment in planing mills showed considerable improvement over the previous month. Fernie reported an improvement in sash and door factories, and, at New Westminster, factories in this line were very busy on large orders from the Prairie Provinces; wooden box factories were also busy, one factory running overtime. Vancouver reported sash, door and planing mills and wooden box factories fully employed.

Leather, boots, shoes and rubber

Amherst reported the Amherst boot and shoe factory fairly well employed and the trunk and bag factory very busy. At St. John, the tannery was busy, but reported help scarce; the boot and shoe factory was running steadily. Fredericton reported the shoe factory and larrigan factory steadily employed. At Quebec, boot and shoe factories were very dull, but trunk, bag and harness factories were very busy. Sherbrooke and Sorel reported the leather industry busy, and, at St. Hyacinthe, the leather industry had a fair month, though there was less activity than in the corresponding month of last year. Three Rivers reported the leather industry quiet. At Toronto, boot and shoe factories had a fair amount of work, and trunk, bag and harness factories were active. Rubber factories had large orders on hand and labour was in demand. Hamilton reported boot and shoe factories busy, and trunk, bag and harness factories active. St. Catharines reported rubber factories steadily employed. At Niagara Falls, the shoe parts factory was busy, and in need of women employees. Ottawa reported leather workers very busy, owing chiefly to the demand for horse goods. Kingston reported tanneries fairly busy. At Peterborough, leather workers were active, but, at Galt, boot and shoe factories were quiet. Brantford reported the Brandon boot and shoe factory running full handed, and, at Kitchener, both tanneries were busy; boot and shoe factories were active, with cutters and finishers in demand. Trunk and bag factories were working full time; the Dominion Tire Company was running double shifts and was in need of machinists and other help; rubber factories were very busy. Stratford reported the tannery fairly busy and harness workers steadily employed. At Woodstock, there was a demand for tanners. London reported the Hyman tannery exceptionally busy and shoe factories were active. St. Thomas reported shoe workers well employed. At Owen Sound, tanneries were busy and a new shoe factory began operations. Brandon reported tanneries fairly active and manufacturers of trunks and leather goods busy. At Vancouver, the boot and shoe factory was busy, with plenty of work ahead.

Clay, glass and stone

St. John reported cut stone and granite workers quiet, and, at Quebec, stone cutting yards were very dull and brickmaking was just commencing for the season. Sherbrooke reported all branches of the clay, glass and stone group quiet, and, at St. Hyacinthe, while stone and granite yards were quiet, brick yards and lime kilns were in full operation. At St. John's and Iberville, the Clay Products Company was working with a reduced staff. Toronto reported that brick yards were commencing to show activity. In the glass bottle industry, operations were curtailed owing to difficulties in securing supplies. The Dominion Glass Bottle Company was replacing hand blowers with machines. Hamilton reported brick, tile and sewer pipe yards active, and a demand for labour in pottery and porcelain works. At Kitchener, stone cutters and marble workers were busy, but brick, tile and sewer pipe workers were quiet. Stratford reported brick yards fairly well employed, but, at London, brickyards were quiet. Chatham reported brickmaking dull, but tile and sewer pipe plants were very busy. Medicine Hat reported brick and tile yards showed improvement and that the stoneware industry continued brisk. At Lethbridge, brickyards were commencing work for the season. Vancouver reported cut stone and granite works very quiet.

Paints, oils chemicals, explosives

Sherbrooke reported manufacturers of acids, drugs, etc., active, and, at Toronto, paint, varnish and chemical manufacturers were busy. Hamilton reported soap factories and manufacturers of drugs active; at Niagara Falls the cyana-

mid company obtained additional power and was operating its plant at full capacity. Brantford reported the Scarf Varnish Company active, and, at Windsor, the Standard Paint and Varnish Company was busy; manufacturers of soaps were active, and the Canadian Salt Company was very busy. Soap factories at Winnipeg and Regina were active, and, at Regina, the oil works were running full time. Vancouver reported activity in paint factories and the petroleum refinery was active, although there was some irregularity in employment because of delays in the arrival of supplies. Victoria reported paint and soap factories working steadily, and the Kelp Products factory at Sidney very active.

Transportation

Earnings of the Canadian Pacific Railway during March were $12,427,914, as compared with $11,846,542 for the same month in the previous year. Sydney reported steam railways very active and repair shops busy. At Halifax, all branches of railway service were busy, and street and electric railways were active, with a shortage of motormen and conductors. Westville reported improvement in employment in steam and electric railways, and Truro reported railway employees working overtime owing to heavy freight traffic. St. John reported railways busy, but hampered by lack of rolling stock, and Fredericton and Newcastle reported active conditions. Moncton reported many special trains were being run in order to relieve the congestion of freight and railway operating crews were working much overtime. Quebec reported that railways were very active in freight service, but there was no increase in passenger service. Montreal, Sherbrooke, St. Hyacinthe and St. John's and Iberville reported railway men busy. Toronto reported railway and street car workers well employed. At Hamilton, steam railways were active and freight traffic was considerably in excess of the corresponding period of last year. At Niagara Falls all the railways were busy and electric lines were advertising for trainmen; car repairers were also in demand. Kingston reported railway repair shops active. At Belleville, passenger and freight traffic was brisk, but, at Peterborough, railway traffic was quieter as is usual at this season owing to the transport of grain by water. Brantford, Galt and Kitchener reported steam and electric railways busy. St. Thomas reported railway employees very busy throughout the month. Winnipeg reported railway shops fairly well employed and difficulty in obtaining men for street cars. Brandon reported steam railways busy and repair shops fairly active. At Regina, owing to the curtailment in train service, a few hands were laid off. Prince Albert railways were busy. Medicine Hat reported normal conditions on the Canadian Pacific, with a scarcity of men in some branches. Calgary reported railway men fully employed and freight traffic in farm implements heavy. Fernie reported a slight increase in freight traffic over March. New Westminster reported an improvement in electric railway business. At Vancouver, railways reported normal conditions. Sydney reported navigation and 'longshore work more active than in the previous month. Halifax reported 'longshore men busy, and, at St. John, 'longshore work was also active. Fredericton reported that the opening of navigation afforded employment for river men, and, at Newcastle, a large number of navigation workers were engaged; 'longshoremen, however, were not employed, as no steamers had arrived. Navigation was open at Quebec, but there had been no arrivals of ocean-going vessels. The first coasting vessel to leave Quebec sailed on April 9, and the first coasting schooner arrived on April 5, somewhat earlier than usual. Three Rivers reported that the river was clear of ice and that navigation was open to Montreal. Montreal reported most of the gas buoys laid and vessels passing up and down the Lachine canal at the end of the month. At Toronto, with the opening of navigation, marine engineers and sailors were busily engaged, and some scarcity of labour was anticipated. Hamilton re-

ported the commencement of navigation between that city and Toronto on April 3, and between Hamilton and Montreal on April 26. Belleville and Brockville reported navigation opened and the commencement of some 'longshore work. Vancouver reported navigation and 'longshore work active. Port Arthur reported that navigation opened on April 25, some two weeks earlier than last year, and many men were engaged for the boats. Men were being taken on also at the Fort William freight sheds.

Mining

Sherbrooke reported copper and asbestos mining in the district active, and there was a fair amount of activity in mills and concentrators. The Cobalt mines continued to work at full capacity. During April a total of 34 cars, containing 2,320,661 pounds of ore, were shipped, as compared with 38 cars, containing 2,879,423 pounds in March. Bullion shipments were 622,042 ounces, as compared with 898,668.26 ounces in March. At Porcupine, with the price of gold remaining the same and costs increasing, some of the mines were curtailing their work somewhat. In the Kirkland Lake gold camp three mills were producing, and, at Porquois Junction the Alexo nickel mine continued to ship about 10 cars of ore per month. In the Trail, Nelson and Rossland districts, metal mining continued active. During the month the Consolidated Company issued a circular to lead ore shippers announcing they would remove the restriction upon ore receipts and agreeing to accept normal shipments from the mine on and after May 1. This was expected to increase activity in the smaller mines. Nanaimo reported that quartz mines in the district continued quiet, owing to lack of smelter facilities.

Sydney reported the output of the Dominion Coal Company 290,000 tons against 267,000 tons in March. The output at Sydney Mines was 40,500, compared with 44,000 tons last month. The coke output of the Dominion Company was 48,000 tons, with 550 ovens in operation, and of the Sydney Mines plant 8,940 tons, with 183 ovens in operation. Westville reported that coal mines in the district increased their output; some slight labour difficulties resulted in a cessation of work for a short time. Amherst reported coal mines in the district well employed, and the mines at Minto steadily increased their output, though still short of men. Lethbridge reported coal mining very active, though there was still some shortage of labour. Calgary reported some slackness in coal mines in the district. Fernie reported coal mining very steady and only two unnecessary idle days during April. Nanaimo reported coal mines in the city and district working to capacity of the labour available.

Building and Construction

Sydney reported a fair amount of building work on dwellings and commercial and public buildings. Halifax reported building very active. At St. John, a large amount of repair work on dwellings was under way, but not much new work was started. At Fredericton, building tradesmen were well employed, and carpenters, masons and painters were in demand. Newcastle reported building operations active, but, at Moncton, building generally was quiet, though a considerable amount of repair work was being done. Montreal, Sherbrooke, St. Hyacinthe and St. John's and Iberville reported building quiet. At Quebec, there was an improvement in building operations, and Sorel reported employment in building good. Three Rivers reported fairly active conditions, with good prospects for the summer season. Toronto reported the building tradesmen fairly active, owing to a scarcity of dwelling houses, though there was comparatively little large construction. Hamilton reported building active, despite the high cost of materials. At Niagara Falls, building was quiet, and Brockville and Kingston also reported quietness, but, at Belleville, building was active, with good prospects for the summer. Kitchener, Brantford and Guelph reported quietness, but, at Galt, there

was some activity. At Woodstock and London, building was dull, and little was being done at Chatham and Windsor. Sault Ste. Marie reported building operations brisk; the construction of a compensating dam at the St. Mary's rapids was expected to give employment to about 50 skilled mechanics; the Algoma Steel Corporation were erecting a large coal bridge, which it was expected would require about 50 men. Winnipeg reported practically all classes of building tradesmen well employed, and, at Brandon, there was a fair amount of work in dwellings and commercial buildings. Regina reported there was prospect of a busy building season. At Prince Albert, building was fairly active. Lethbridge reported very little building in the city, but operations were becoming active in the country. At Calgary, there was a fair amount of building in progress. New Westminster reported building at a standstill, and, at Vancouver, building generally was quiet, though there was no unemployment among building tradesmen; some shipbuilding plants were making extensions.

The value of building permits issued in 35 cities increased from $2,133,781 in March to $3,005,785 in April, or 40.9 per cent. As compared with April, 1917, there was a decrease of $226,174, or 7. per cent.

Lumbering

Fredericton reported that rafting and milling operations were employing hundreds of men. St. John reported river driving and rafting started on the St. John river and that three sawmills commenced operations. At Newcastle, stream driving had commenced, but there was a scarcity of men for the work as well as for the sawmills, and it was expected that some of the Miramichi mills would not operate this season. Quebec reported river driving in full operation, but sawmills and shingle mills had not commenced operations. Sherbrooke reported river driving active and a fair amount of activity in sawmills and shingle mills. At Hull, the E. B. Eddy sawmill was opened towards the end of the month and gave employment to about 45 men. Ottawa reported that the J. R. Booth Company was preparing to open its mills and was experiencing difficulty in securing men. At Peterborough, the sawmills were getting ready for the season's cut and some mills were finding difficulty in obtaining experienced hands. Sault Ste. Marie reported that heavy rains towards the end of the month improved conditions on the drives. Prince Albert reported lumber camps closed, but river drivers and sawmill hands very busy. Calgary reported a good demand for men in lumber camps and sawmills. Nelson reported lumber mills in the district active. At New Westminster, sawmills were all busy and shingle mills were working to capacity. Vancouver reported lumber camps active and sawmills and shingle mills well employed. Victoria reported lumbering operations brisk, and large numbers of men employed. Nanaimo reported logging camps and sawmills active, but hampered by a shortage of labour.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING APRIL, 1918

DURING the month of April reports were received of four Boards of Conciliation and Investigation which had inquired into disputes affecting (1) Collingwood Shipbuilding Company, Limited, Collingwood, Ont., and employees; (2) Corporation of the City of Ottawa and firemen; (3) Hamilton Street Railway Company and conductors and motormen; and (4) Corporation of the City of Ottawa and certain employees. In the first three cases settlements were effected, and in the fourth the award was declared

acceptable to the employees but the civic authorities had not stated their position at the close of the month.

Settlement by direct negotiations was reported of a dispute between the Canadian Northern Railway (Eastern Lines) and the Halifax and South Western Railway and conductors, trainmen and yardmen.

Ten applications for the establishment of Boards also received attention during the month. Details of these applications are given hereunder.

Applications Received

On April 3 an application for a Board was received from the conductors and motormen in the employ of the Hamilton Street Railway Company, members of Division No. 107, Amalgamated Association of Street and Electric Railway Employees of America. Particulars of the application, the personnel of the Board established in connection therewith, and the text of the Boards' report appear in the present chapter.

On April 4 an application for a Board was received from certain employees of the Corporation of the City of Ottawa, members of Federal Labour Union No. 15. Particulars of the application, the personnel of the Board established in connection therewith, and the text of the Board's report appear in the present chapter.

On April 8 an application for a Board was received from the trackmen employed on the Canadian Lines of the Pere Marquette Railway Company, members of the International Brotherhood of Maintenance of Way Employees. The dispute involved wages and conditions, a schedule of rates and rules as proposed by the employees being attached to the application. One hundred and fifty employees were said to be affected by the dispute. A Board was established by the Minister on April 29, Mr. J. G. O'Donoghue, Toronto, being appointed a member thereof on the recommendation of the employees. At the close of the month steps were being taken looking to the completion of the Board.

An application for a Board received on April 12 from certain employees of the Corporation of the City of Toronto, members of Civic Employees' Union No. 43, and on April 15 a further application was received from the oilers and fitters, members of Local No. 300 of the International Brotherhood of Stationary Firemen. The dispute involved wages, hours, and conditions of employment, and affected in all 3,000 employees. The Corporation of the City of Toronto did not agree to a reference of the dispute under the Act and no Board could be therefore established.

On April 15 an application for a Board was received from employees of the Nova Scotia Steel and Coal Company, Limited, members of Local No. 15345 of the American Federation of Labour, to deal with a dispute having to do with wages and union recognition. Nine hundred employees were said to be directly affected by the dispute and 2,500 indirectly. After due consideration it was thought that the interest of of all concerned would be best served by a reference of the dispute indicated in the application to a Royal Commission, this Commission to be charged also with the duty of inquiring into certain other industrial disputes in the Province of Nova Scotia. The personnel of this Commission is as follows:—the Honourable Mr. Justice Jos. A. Chisholm, Judge of the Supreme Court of Nova Scotia; Rev. Dr. John Forrest; and Mr. J. B. McLachlan, Secretary-Treasurer of the Amalgamated Mine Workers of Nova Scotia.

An application for a Board was received on April 19 from certain employees of the Grand Trunk Railway Company, members of the International Brotherhood of Railroad Stationmen and Railroad Employees' Alliance. The dispute resulted from a demand on the employees' part for increased wages and uniform working conditions throughout the system. The number affected was said to be 3,500 directly and several thousand indirectly. Prior to the application efforts were made to effect an adjustment by direct negotiation, and an officer of the Department visited the

locality and did what was possible to this end, but without success. A Board was established by the Minister on April 19 and was constituted as follows: His Honour Judge J. G. Wallace, Woodstock, Ont., chairman, appointed by the Minister in the absence of any joint recommendation from the other Board members; Mr. F. H. McGuigan, Toronto, employer's nominee; and Mr. Bernard Rose, Montreal, employees' nominee.

The Department received on April 20 an application for a Board to deal with a dispute between the Canadian Northern Express Company and employees, members of the Canadian Brotherhood of Railroad Employees. The application, which emanated from the employees, stated that the dispute had grown out of a demand for the adoption by the company of a proposed schedule providing for increased wages and improved working conditions. The number affected was given as 315.

On April 23 an application for a Board was received from the policemen in the employ of the City of Ottawa to deal with a dispute affecting 79 of their number. A number of the policemen had joined a union known as the Policemen's Federal Association No. 50 and had consequently been dismissed. A demand was made that these dismissed policemen should be reinstated without loss of pay, seniority rights or any of the privileges enjoyed prior to their dismissal. It was ruled that the police service did not fall within the jurisdiction of the Act except by joint consent of the disputants. The civic authorities refused, however, to agree to an inquiry by a Board of Conciliation and Investigation and no Board could be therefore established.

On April 30 the Department received an application for a Board to deal with a wages dispute between the Nicholas Chemical Company, Limited, and employees engaged in mining and stripping ore at the company's mines at Goudrea, Ont., to the number of 18. The employees concerned were members of the International Brotherhood of Steam Shovel and Dredgemen.

On April 30 an application for a Board was received to deal with a dispute between the Hull Electric Company and various classes of employees, being motormen, conductors, etc., numbering approximately 140. The dispute grew out of the men's demands for increased wages, reduced hours, and a refund of charges made for repairs to cars as a result of accidents. Steps were immediately taken looking to the establishment of a Board to inquire into the matter.

Other Proceedings under Act

In the April number of the *Labour Gazette* reference has been made to an application for a Board which was received on March 18 from certain employees of the Canadian Northern Railway Company, being clerks, stationmen, etc., members of the Canadian Brotherhood of Railway Employees. This dispute grew out of a demand on the part of the applicants for a schedule providing for increased wages and improved working conditions and affected 786 employees directly and 1,200 indirectly. As it was expected that the Canadian Northern Railway would shortly be controlled by the Dominion Government it wasdeemed advisable to defer action on this application until the relations between the Government and the Canadian Northern Railway had been definitely determined.

Under date of April 23 the Department was informed that an agreement had been reached by the Canadian Northern Railway Company (Eastern Lines) and the Halifax and South Western Railway and certain employees, being conductors, trainmen and yardmen, members of the Order of Railway Conductors and the Brotherhood of Railway Trainmen respectively. The application in this matter was received on January 23. It was stated that the dispute related to wages, hours and conditions of employment, and affected 650 employees directly and 1,400 indirectly. A Board had been established to deal with a dispute affecting similar classes of employees on the Western

Lines of the Canadian Northern Railway, and by joint consent of both parties to the dispute the powers of this Board were extended to include the dispute on the Eastern Lines. The members of the Board were as follows: the Honourable Mr. Chief Justice T. G. Mathers, Winnipeg, chairman; Mr. C. E. Dafoe, Winnipeg, employer's nominee; and Mr. T. J. Murphy, Winnipeg, employees' nominee. Negotiations, however, having brought about a settlement, the necessity of an inquiry by the Board was obviated.

Report of Board in Dispute between the Collingwood Shipbuilding Company, Limited, and certain Employees

On April 10 the Minister received the report of the Board which had been appointed on the application of certain employees of the Collingwood Shipbuilding Company, Limited, Collingwood, Ont., members of Georgian Bay Lodge No. 343 of the International Boilermakers, Iron Shipbuilders and Helpers of America, for the purpose of inquiring into a dispute growing out of the employees' demand for increased wages and improved working conditions in accordance with an agreement submitted by the employees to the company. The number affected was given as 375 directly and 200 indirectly. The application was received on February 15 and on February 20 the employees went out on strike as a result of the refusal of the company to reinstate an employee to his former position of foreman. An officer of the Department visited the locality with a view to using the good offices of the Department in an endeavour to settle the dispute. The company agreed to have the workman in question reinstated as foreman and the men returned to work on February 25 under the same conditions as existed prior to the strike, pending investigation under the Act. The members of the Board established in this matter were as follows:—Mr. Hamnett P. Hill, Ottawa, chairman; Capt. J. B. Foote, Toronto, employer's nominee; and Mr. Fred Bancroft, Toronto, employees' nominee. The appointment of Mr. Hill to the chairmanship was made on the joint recommendation of Capt. Foote and Mr. Bancroft.

The report states that shortly after the Board began its inquiry there appeared to be a possibility of settlement by the interested parties themselves. Direct negotiations ensued, and, with the assistance of the Board, an agreement was executed, the same to be effective for one year from April 9, 1918. The dispute was thus satisfactorily settled.

Report of Board

Honourable Thomas W. Crothers, K.C., M.P.,
Minister of Labour,
Ottawa, Canada.

Dear Sir,—

In the matter of the Industrial Disputes Investigation Act and in the matter of the Collingwood Shipbuilding Company, Limited, and the members of Georgian Bay Lodge, No. 343, International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America.

The Conciliation Board appointed herein beg to report as follows:

A meeting of the Board was held at Ottawa on March 28 and at Collingwood on Wednesday, April 3. At this latter meeting the representatives of the company and of the men agreed that they would negotiate directly between themselves, as a possibility of a settlement was apparent. Negotiations between those representatives, assisted by Mr. Bancroft, a member of the Board, accordingly took place on the afternoon of April 3, and were continued during April 4 and 5, with the assistance of the Board. As a result of these negotiations we are very happy to report that an agreement has been entered into between the company and its employees, copy of which agreement we beg to enclose herewith.

The Board would like to take this opportunity of expressing its great pleasure at the good feeling which was apparent between the

company and its men and the fair spirit in which both sides conducted the negotiations.

We beg to remain, Sir,

Your obedient servants,

(Sgd.) H. P. HILL,
Chairman Conciliation Board.

(Sgd.) FRED BANCROFT,
Representing Men.

(Sgd.) JAMES B. FOOTE,
Representing Company.

Collingwood, April 5, 1918.

AGREEMENT.

This agreement made and entered into this fourth of April, 1918, between the Collingwood Shipbuilding Company, Limited, and the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, Local Lodge, No. 343.

1. Nine hours shall constitute the day's work and shall be worked from seven a.m. till twelve noon and from one p.m. to five p.m., except Saturdays, when five hours shall be worked from seven a.m. till twelve at noon.

2. All overtime shall be paid at the rate of time and one half, on all new work and on the following holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day and Thanksgiving Day, and double time on Sundays, Christmas Day and Labour Day, for all new and repair work. Should any of the above mentioned holidays fall on Sunday the day observed by the Federal or Provincial Governments will be observed.

It is understood that double time for overtime will only apply to men actually employed on repair work on the ships.

3. Men required to work a half turn overtime, will work from 5.30 p.m. to 8.30 p.m., and will be paid for four and one half hours for this time on new work and six hours on repair work.

4. Night shifts shall be worked from 7 p.m. until midnight and from 1.00 a.m. to 6.00 a.m., and shall be paid at the rate of time and one quarter. Any time worked by night shift outside of these hours shall be paid on overtime rate. Night shifts on Saturday night shall be paid time and one half from 7.00 p.m. to midnight and double time from 1.00 a.m. to 6.00 a.m. Sunday. Night shifts on Sunday night shall be paid double time from 7.00 p.m. to midnight and time and one half from 1.00 a.m. to 6.00 a.m. Monday.

5. Should a man work on shift to mid-day and then be notified to cease work and return to start on night shift that night, he shall be paid time and one quarter from 7.00 p.m. to midnight and time and one half from 1.00 a.m. to six a.m. for that night only.

6. Classification of work to be done by boilermakers or shipbuilders: All boilers, fitting up, laying out, patching, flanging, tubing, rivetting, chipping and caulking of same. All tanks, stacks, uptakes and casings, gas holders, smoke-consumers, brewery vats, digesters, all steel or iron structural work, and all flanging and bending of plates, frames, beams or other sections forming part of any of the above mentioned items.

Men who have served an apprenticeship, or who have had four years' varied experience at the trade and who are competent to do all or any of the work enumerated above in this clause shall be designated as boilermakers or shipbuilders, as the case may be.

The rates of wages in this schedule shall apply to boilermakers and shipbuilders as designated, and all men engaged on this work as classified in clause 6 who have had two years' service on any of the work specified. Others advanced from helpers' positions shall be paid 40c for first year, 45c for the second year, and at the commencement of the third year shall receive minimum rate. Helpers shall not be advanced to detriment of mechanics receiving the minimum rate.

7. Work classified as boilermakers' or shipbuilders' work in clause 6 will not be done by other trades.

8. Boilermakers or shipbuilders shall operate, or supervise, the operation of all pneumatic, hydraulic, punching, shearing, acetylene welding and burning tools used in carrying out all work classified as their work in clause 6.

9. Such grievances as do not relate to the subject of hours and wages covered by this agreement and which may arise shall be given consideration as follows: All complaints not satisfactorily adjusted by foremen to be taken up direct with the manager by a committee of the men or a committee of the men and their business representatives, to endeavour to settle the same.

10. The management will not discriminate against any employee or committee of employees who may from time to time be elected to represented their craft.

11. The minimum scale of wages shall be as follows:

Classification.	New work per hour.	Old work per hour.
Boilermakers	.50	.52½
Ship fitters	.50	.52½
Hand rivetters	.50	.52½
Holders-on	.45	.47½
Heaters	.35	.37½
Machine rivetters	.50	.52½
Holders-on	.45	.47½
Heaters	.35	.37½
Chippers and caulkers	.50	.52½
Reamers	.35	.37½
Drillers	.40	.42½
Bolting up	.32½	.35
Punch and shear men	.40	.42½
Punch shed helpers	.33½	.35
Furnace men	.50	.52½
Slab helpers	.40	.42½
Plate hangers	.40	.40
General helpers	.32½	.35
Acetylene burners	.47½	.50
Acetylene welders	.50	.52½

Packing to be done by mechanics only.

Heaters' minimum rates need not apply to youths under 21 years of age except at the discretion of the foreman.

12. On jobs where men are requested to work as though on piece-work, but on account of obstruction, etc., it is difficult to fix a straight piece-work price, the following rates will be paid:

Fitters	78c per hour
Chippers and caulkers	78c per hour
Drillers	60c per hour
Rivetting gangs:	
Hand gang, new work	2.65 per hour
Hand gang, old work	2.90 per hour
Machine gang, new work	2.10 per hour
Machine gang, old work	2.20 per hour

Note.—It is understood that in connection with Clause 12, piece-work shall prevail wherever possible.

13. In the event of there being a shortage of labour, such as not a sufficient supply of local men, this local lodge will endeavour to supply as far as possible competent men from other districts.

14. Provided that this agreement is faithfully adhered to by the men during the period named, the firm agree to give preference of employment as far as practicable to members of local lodge under the conditions described in Clause 13. It is distinctly understood, however, that the firm reserves the right to employ shipbuilders, boilermakers and helpers, any men who are capable of carrying out the work to the satisfaction of the management, whether they are members of the above named lodge or not.

15. The terms of this agreement shall be effective beginning April 9, 1918, and remain in effect until April 9, 1919, and thereafter unless 30 days' notice is given by either party of a desire to change.

16. Pay, regular pay-days at 12.00 noon.

17. It is understood that men covered by this agreement at present receiving a rate in excess of the rates of wages herein specified shall not suffer a reduction in wages.

(Sgd.) JOHN S. LEITCH,
For the Collingwood Shipbuilding Company, Limited.

(Sgd.) A. T. BARBER,
(Sgd.) T. C. PATTERSON,
(Sgd.) N. C. TURNER,
For I. B. of B. I. S. B. and H. of A., Local Lodge No. 343.

(Sgd.) J. P. MERRIGAN.

Report of Board in Dispute between the Corporation of the City of Ottawa and Firemen

On April 19 the Minister received the report of the Board which had been appointed on the application of the firemen employed by the Corporation of the City of Ottawa to inquire into differences relating to wages, classification, and other grievances, affecting 85 directly and 10 indirectly. A Board in this matter was established by the Minister on March 30 and was constituted as follows:—Lieut. Frank J. P. Crean, Ottawa, chairman, appointed by joint agreement of the other Board members; Mr. T. A. Beament, Ottawa, employers' nominee; and Mr. Wm. Lodge, Ottawa, employees' nominee.

The Board presented a unanimous report in which it was stated that a settlement of all matters at issue had been arrived at by the parties concerned. The dispute was thus satisfactorily adjusted.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Corporation of Ottawa, employer, and its firemen, being members of Federal Union, No. 24, employees.

To the Honourable T. W. Crothers, Esq., K.C.,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation appointed with reference to this matter has the honour to report as follows:

The members of the Board met for the first time at the City of Ottawa, on the fifteenth of April, 1918, and after each member taking the prescribed oath of office, proceeded to endeavour to effect an amicable settlement between the parties, and continued in session on the sixteenth and seventeenth days of April, 1918.

The members of the Board desire to report that the meetings were marked by an evident desire on the part of both parties to deal with the matters at issue in a businesslike manner, and, if possible, to arrive at an amicable settlement which ultimately resulted in the parties arriving at an agreement with regard to their differences, the terms of which are as follows:

1. The Corporation agrees to pass a By-law as follows:

Each fireman after one year's service in any class shall be promoted to the next higher class, unless the Chief of the brigade shall report in writing that such fireman is not deserving of promotion, and such report is after investigation confirmed by the Board of Control. This By-law to be operative from July first, 1918.

2. The Corporation agrees that each fireman is entitled to one full twenty-four hours in each eight days and every fourth night from 6 p.m. to 12 p.m. throughout the year, and where any man loses any part of this privilege through relieving, such time is to be made up to him.

3. With regard to other differences, it was found that there was a certain amount of misunderstanding on both sides and these are now arranged by mutual agreement.

This arrangement having been made by the parties, the Board unanimously approves of same and is pleased that such a satisfactory arrangement has been arrived at.

(Sgd.) FRANK J. P. CREAN,
Chairman.

(Sgd.) T. A. BEAMENT,
Member of the Board.

(Sgd.) WM. LODGE,
Member of the Board.

Dated at Ottawa, this seventeeth day of April, 1918.

Report of Board in Dispute between the Hamilton Street Railway Company and Conductors and Motormen

The Minister received on April 25 the report of the Board which had been established on April 4 to deal with a wages dispute between the Hamilton Street Railway Company and certain employees, being conductors and motormen, members of Division No. 107 of the Amalgamated Association of Street and Electric Railway Employees of America. The application in this matter emanated from the employees, 270 of whom were directly affected and 50 indirectly affected by the dispute. The members of the Board were as follows:—His Honour Judge L. B. C. Livingstone, Welland, chairman, appointed by the Minister in the absence of any joint recommendation from the other Board members; Mr. S. F. Washinghton, K.C., Hamilton, employer's nominee; and Mr. W. D. Robbins, Toronto, employees' nominee.

The report was unanimous and included an agreement on all points except that of wages. Recommendations were therefore made by the Board as to wages. It was further recommended that the agreement referred to and the rates of wages recommended should be effective for two years from April 1, 1918. The award was formally accepted on behalf of the employees. The company later informed the Department that an agreement had been executed under the terms of the award. The dispute was thus satisfactorily settled.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between Hamilton Street Railway Company, employer, and its motormen and conductors, being members of Division No. 107 Amalgamated Association of Street and Electric Railway Employees of America, employees.

To the Honourable,
The Minister of Labour,
Ottawa, Canada.

The Board of Conciliation and Investigation appointed herein under the provisions of the above mentioned Act, and composed of W. D. Robbins, of the city of Toronto, recommended by the employees; S. F. Washington, K.C., of the city of Hamilton, recommended by the employer, and His Honour Judge Livingstone, appointed by the Minister of Labour as chairman of the Board, have the honour to report as follows:

1. After preliminary meetings on the sixth and eighth days of April, 1918, between the first mentioned members, at which they failed to agree upon a chairman, the Board met on the nineteenth day of April, 1918, and after the members had duly subscribed and taken the oaths of office, a conference was held between the parties concerned at the city of Hamilton.

2. A further conference was held on the twenty-third day of April, 1918, at Hamilton, and after a full discussion it appeared that the parties had reached an agreement between themselves as to all matters pending between them except as to the question of wages and a copy of their agreement is hereunto annexed, marked "A," and signed by us.

3. It being found impossible to get the parties to agree as to the rate of wages, the Board met again on the 24th day of April, 1918, at Hamilton, and after a full discussion and consideration of the evidence the Board is of opinion that the wages which should be paid by the employer to the employees should be as follows:

To its motormen and conductors for the first year's service at the rate of 30 cents per hour;

For the second year's service at the rate of 34 cents per hour;

And for the third year's service at the rate of 37 cents per hour;

And we think these rates should take effect from the first day of April, 1918.

4. We think that the rate of wages recommended should prevail for a period of at least two years from the first day of April, 1918, and that the other terms set forth in the annexed agreement should also prevail for the same period.

5. We are glad to find that in spite of the dispute as to wages which under the existing circumstances might be expected, the relations existing between the employer and the employees concerned appear to be very friendly.

(Sgd.) L. B. C. LIVINGSTONE,
Chairman.
(Sgd.) S. F. WASHINGTON.
(Sgd.) W. D. ROBBINS.

Dated at Hamilton, this twenty-fourth day of April, 1918.

Agreement

This agreement made this day of March, in the year of Our Lord, nineteen hundred and eighteen, A.D., between The Hamilton Street Railway Company (hereinafter called the "Company"), party of the First Part; The Amalgamated Association of Street and Electric Railway Employees of America, Division No. 107 of Hamilton, Ontario (hereinafter called the "Association"), Parties of the Second Part.

Witnesseth, that in the operation of the line of the Party of the First Part, both parties hereunto mutually agree as follows:

Section 1.—That the Company, through its properly accredited officer, will continue to treat with its employees who are members of the Association through the properly accredited officers or representatives of the Association.

Section 2.—(Suggested that rate be left to arbitration.)

Section 3.—For all work performed on Sundays, motormen and conductors shall be paid four cents (4c) per hour extra.

(a) Motormen and conductors shall be paid time and one half for all overtime.

(b) One and one half hours shall be the minimum amount of time to be allowed for any one run.

Section 4.—When any authorized schedule run is not completed on account of failure or shortage of car equipment, the crew shall be allowed full schedule time for that day.

(a) If time claimed by any motorman or conductor is not allowed he shall be notified as soon as possible.

Section 5.—Motormen and conductors shall be paid five cents (5c) per hour extra for snow plows, sweepers and sand cars, and shall be supplied with overalls for use on such work.

Section 6.—Motormen and conductors shall be paid twenty-five cents (25c) per day or part of day extra for training students.

Section 7.—All extra motormen and conductors who report at car barn and for relief changes shall be paid a guaranteed minimum wage of eight dollars ($8.00) per week, but should an extra motorman or conductor fail to report at any time during the week, then the Company will not be required to guarantee him the eight dollars ($8.00) per week.

Section 8.—All work for extra men shall be divided as nearly as practicable equally among them.

Section 9.—Each motorman and conductor to hold his promotion in accordance with his continuance age in the service, and to have the right to select his run in accordance with his age in the service of the Company in the following manner;

(a) All runs must be posted for motormen and conductors to make their selection as to the runs they may desire, once in each three months, commencing the first day of January, April, July and October of each year. Should a permanent vacancy occur between the periods of selection the run will be filled for the remainder of the period by the first senior man on the extra list.

(b) As many runs as possible shall be scheduled and divided in runs, to be known as "Nights Off or Day Runs" and the balance of runs to be known as "Nights On Runs."

(c) When any change in schedule is made between the periods of selection which materially alters the conditions of service, an opportunity will be given to those affected to make a new selection from the schedules that are changed.

(d) Ten minutes will be allowed for each reporting time of conductors and motormen on regular schedule runs, in addition to their schedule or running time, to cover the time necessary to inspect cars and make reports.

(e) The Company shall post the quarterly boards in the James Street Office one month before the change takes place; the "Nights Off" men to sign up for their runs on a day during the first week, to be specified by either the Superintendent or the Association, and the "Nights On" men to sign up for their new runs on a day during the second week, to be specified by either the Superintendent or the Association, the Superintendent or officials of the Association to have the power to sign up a man that fails to sign on the day specified. Any member who is unable to sign on the specified day to leave a list with the Superintendent or officials of the Association of any runs he may prefer.

Section 10.—No regular man shall be compelled to do extra work after finishing his day's work if spare men are available, and the Superintendent shall do his best at all times to provide a sufficient list so that regular men will not be required to work extra time.

Section 11.—Any motorman or conductor wishing to exchange positions shall get permission from the Superintendent, who may allow such exchange.

Section 12.—Every motorman and conductor who has been continuously in the Company's service for a period of one year shall be supplied with a uniform suit of material and style to be selected by the Company upon the following conditions:

(a) The Company agrees to pay one half the cost of a uniform for each motorman and conductor who has been in the Company's service for a period of not less than one year and not more than two years, and to provide one uniform per year free to motormen and conductors who have been in the Company's service for more than two years.

(b) It is further agreed that in case any employee leaves the service of the Company within one month after receiving his uniform, the Company may retain from his wages one half the cost of the said uniform, and any employee leaving the service of the Company within three months of the time of receiving his uniform, the Company may retain from his wages one quarter of the cost of said uniform.

(c) Such uniform overcoats as may be necessary will be furnished under the general provisions of the preceding clauses of this Section, except that the Company will not be required in any case to furnish an overcoat oftner than once in two years and that when new coats are delivered the old coat will be returned to the Company.

Section 13.—Conductors to be supplied by the Company with a sufficient quantity of tickets to run their cars, provided that the said conductors pay to the Company one half of the cost of a guarantee bond covering the amount of tickets furnished.

Section 14.—Dropped.

Section 15.—Dropped.

Section 16.—Dropped.

Section 17.—In case any member of the Association is suspended or discharged for any cause whatsoever, the Company through its proper officials shall grant an interview to the Grievance Committee, and if upon investigation it is found that the man is not at fault, he shall be reinstated in his former position and paid for all time lost. It is also agreed that when a man is called into the office for investigation or discipline he may have the privilege of seeing the Superintendent or other official without the presence of a third party.

Section 18.—The Company will not give leave of absence of more than thrity (30) days to any employee for the purpose of engaging in other employment.

Section 19.—In cases where an employee is required by the Company to secure evidence in connection with accidents, collisions or for any other cause, or is taken off duty by the Company to give evidence in legal or other matters, the said employee shall be paid for loss of time the same pay he would have received had he been working at his regular employment.

Section 20.—Any member elected or appointed to an office in the Association shall be permitted to serve in such official capacity without prejudice to his service or line of promotion in the employment of the Company.

Section 21.—Dropped.

Section 22.—All differences between the Company and the Association shall be adjusted as follows: Any and all differences or disputes arising between them shall be

submitted through the properly accredited representatives of the Association to the General Superintendent of the Company, and if they cannot agree, the General Manager may be called into conference.

Section 23.—This agreement and the provisions thereof shall continue in force and be binding on the respective parties thereto for a term of two (2) years from the first day of April, 1918.

(Sgd.) L. B. C. LIVINGSTONE, Chairman.
(Sgd.) S. F. ASHINGTON,
and
(Sgd.) W. D. ROBBINS.

Report of Board in Dispute between the Corporation of the City of Ottawa and certain Employees

On April 25 the Minister received the report of the Board which had been established on April 6 to deal with a dispute between the Corporation of the City of Ottawa and certain employees, being members of Federal Labour Union No. 15. The application, which was made by the employees concerned, was received in the Department on April 4. The dispute had to do with wages, overtime and holiday rates, also with the employees' demand for a definite understanding as to which days were to be considered holidays. Fifty-two employees were said to be affected by the dispute. The Board established in this matter consisted of the following members:—His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by joint agreement of the other Board members; Mr. T. A. Beament, Ottawa, employer's nominee; and Mr. Fred Bancroft, Toronto, employees' nominee.

The report of the Board was unanimous and contained recommendations for the settlement of the matters in dispute. The rate of wages recommended by the Board for each employee was set out in a schedule attached to the report, such rates to be effective from April 1, 1918. The findings were accepted on behalf of the employees concerned but at the close of the month the position of the civic authorities had not been stated.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the Corporation of the City of Ottawa, employer, and certain of its employees, being members of Federal Union, No. 15, employees.

To the Honourable T. W. Crothers, K.C., M.P.,
Minister of Labour,
Ottawa.

The report of Colin G. Snider, T. A. Beament and Fred. Bancroft, members of the Board of Conciliation and Investigation herein.

The Board of Conciliation herein have the honour to report as follows:

Pursuant to appointment arranged by the members, the Board met at the City Hall in the city of Ottawa, at 10 o'clock in the forenoon of Friday, the nineteenth day of April, 1918, at which meeting all members were present. The parties to the dispute also attended by their representatives. Messrs. A. F. Macallum, commissioner of works; F. C. Askwith, deputy engineer, and W. E. MacDonald, assistant water works engineer, acted for the employer, and Messrs. W. E. Travers, president of Federal Labour Union, No. 15; Charles Clark, secretary of such union, and James McGurran appeared for the employees. All efforts to induce the parties to enter into an agreement as to the rate of wages to be paid to a number of the employees failed, but the employer had, before the matter came before us, agreed to give to a very considerable number of the employees the rate of wages they asked, and in some cases more than asked, and these men expressed themselves as being satisfied.

We took evidence submitted by both the employer and employees, being engaged continuously on the nineteenth, twentieth and twenty-second days of April, 1918. We also heard argument of the representatives of each side. The whole question to be determined is the amount of wages. All the conditions under which the men do their work are satisfactory to the employees and the city officials express themselves as well satisfied with men.

The question of pay for overtime remained to be decided by us, and we recommend that overtime shall be paid as follows: Each employee, not including those on the clerical staffs, who is paid by the day (9 hours) a daily rate of wages shall be paid time and a half for work performed by him after 6 p.m. and before midnight, and shall be paid double time for work performed by him after midnight and before 6 a.m., and also double time for work on Sundays and on the following holidays, namely: New Year's Day, Good Friday, Easter

Monday, Christmas Day, the day fixed by proclamation for the celebration of the birthday of the reigning Sovereign, Victoria Day, Dominion Day, Labour Day, Thanksgiving, and the day proclaimed for Civic Holiday. When any holiday, other than Sunday, falls on Sunday, the day next following shall be in in lieu thereof a holiday.

Some of the men classed as "helpers and labourers" have, by experience gained in long service for the city, become possessed of skill in certain branches of the work, and on this account a higher rate of wages has been recommended by us for them.

The Board recommend the rate of wages set down opposite each employee's name on the schedule attached to this report as being the rate which the Board thinks ought to be accepted by both parties to this dispute, and should come into effect as of the first day of April, 1918.

All of which is respectfully submitted.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) T. A. BEAMENT.

(Sgd.) FRED. BANCROFT.

Ottawa, twenty-second day of April, 1918.

SCHEDULE OF WAGES RECOMMENDED BY THE BOARD

WORK.	NAME.	
Turncocks	J. McGurran	$ 22.00 per week.
	F. McBride	22.00 "
	W. Broad	22.00 "
	H. Collier	22.00 "
Pipe Caulkers and repairers	A. Chapman	3.60 per day each.
	W. Fillman	
	J. Nash	
	R. Molloy	
	J. Doran	
	W. Beattie	
	A. Lavergne	
Service pipe-layers and repairers.	W. Howse, foreman	3.85 per day.
	J. Bergeron	3.60 each per day.
	P. O'Meara	
	G. Mullins	
	T. Blondin	
	S. Pierpont, service foreman	O. E. $3.30 per day.
Pump house	S. Barnes	$130.00 per month each.
	T. Harriss	
	G. Cheney	
	F. J. Murray	100.00 per month.
	S. Gaffney	100.00 per month.
Transformer	F. Nevins	1,250.00 per year.
Hypo plant	J. Helmer	1,150.00 per year.
	M. J. McGrath	1,150.00 per year.
Booster	R. A. Stanley	1,150.00 per year.
	A. Rice	1,100.00 per year.
Boilerman, etc	M. Rouleau	3.15 per day.
Carpenter and diver.	B. Rouleau	3.30 per day
Meter repairer and plumber.	C. Clarke	4.05 per day.
	E. Travers, helper	3.50 per day.
Tap inspectors	F. O'Brien, chief	3.00 per day.
	E. Pinard	2.88 per day.
	O. K. McDonald, laid off.	
Storekeeper	M. Connolly	85.00 per month.
Chauffeur and repairer	E. Racine	$4.50 per day in summer 3.50 per day in winter.
Timekeeper	M. O'Leary	$3.25 per day.
Helpers and labourers	R. Germain	3.05 per day.
	P. Lavallee	3.06 per day.
	L. Rockburn	3.06 per day.
	A. Albert	3.06 per day.
	W. Ades	2.88 per day.
	E. Cunningham	3.06 per day.
	C. Crappin	3.06 per day.
	J. Gourgeon	3.06 per day.
	J. Rodney	2.88 per day.
	Rice	2.88 per day.
	A. Potvin	3.06 per day.
	L. G. Turriff	3.06 per day.
Carters	E. Doyle	4.00 per day.
	W. A. Seaner	4.00 per day.
	T. Rockburn	4.00 per day.
	T. O'Meara	4.00 per day.
	Cyrille Rock	4.00 per day.
Pipe Caulker and repairer	W. Thompson	$3.60 per day.
Foreman B.W. H.	Mooney	95.00 per month.
Blacksmith	H. Milner	3.65 per day.
	R. Nills	3.24 per day.
Blacksmith helper.	H. Fournier	3.24 per day.
Carpenter	R. Dyble	$4.05. Not to be considered as affected by the rate to come in force 1st May.
Labourer	J. Butler	2.88 per day.
Service pipe-layer and repair helper	W. Girling	3.30 per day.
	S. Difalco	3.06 per day.
Carter	M. Darcy	4.00 per day.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) T. A. BEAMENT.

(Sgd.) FRED. BANCROFT.

INDUSTRIAL DISPUTES DURING APRIL, 1918

NINE strikes, affecting 7,178 workpeople were reported as having commenced during April. There were in existence at some time or other during the month 15 strikes, directly affecting 7,315 workpeople. The total time loss on account of industrial disputes was estimated at 15,671 working days as compared with 8,276 working days in March and 122,008 in April, 1917. The time loss occasioned by the nine strikes which began in April was 12,229 days, while a loss of 3,442 days is charged to the six strikes which commenced prior to April. Termination of dispute was recorded in the case of three of the disputes commencing prior to April. Seven of the disputes commencing during

April terminated during the month, leaving the five following unsettled disputes, affecting 410 workpeople, on record April 30: plumbers and steamfitters, St. John; machinists, Montreal; metal polishers and buffers, Weston; moccasin stitchers, Toronto, and civic employees, Vancouver.

INDUSTRIAL DISPUTES, APRIL, 1918.

Industry or occupation.	Particulars.	No. of employees affected.	Time loss in working days
	DISPUTES COMMENCING PRIOR TO APRIL, 1918.		
BUILDING AND CONSTRUCTION—			
Plumbers and steamfitters, St. John,.....	Commenced April 23, 1917. Demand for an increase in wages. Unterminated.	11	286
METALS, MACHINERY AND CONVEYANCES—			
Moulders, Galt,.....	Commenced May 17, 1917. Demand for nine-hour day. Information reaching Department indicates conditions are no longer affected by this dispute.	....	....
Metal polishers and buffers, Weston,.....	Commenced February 12, 1918. Against a reduction of wages. Unterminated.	33	858
Machinists, Montreal,.....	Commenced March 23, 1918. Demand for an increase in wages and a nine-hour day. Unterminated.	46	1,196
TEXTILE—			
Carpet weavers, Peterborough,.....	Commenced March 5. Demand for an increase in piece-work rates. Following negotiations, increased rates granted. Work resumed April 22.	15	270
MISCELLANEOUS—			
Hotel and restaurant employees, Calgary,....	Commenced March 25. Demand for increased wages and recognition of union. Majority of hotels and cafés granted increased wages.	32	832
	DISPUTES COMMENCING DURING APRIL, 1918.		
LUMBERING—			
Sawmill employees, St. John,.....	Commenced April 22. Demand for increased wages. Increased wages granted following negotiations. Work resumed April 24.	357	357
MINES, SMELTERS AND QUARRIES—			
Coal mine employees (Federal Coals Ltd.), Lethbridge, Alta.	Commenced April 8. Demand for reinstatement of dismissed fellow employee. Strikers resumed work April 22. Director of Coal Operations decided that employee be reinstated.	27	324
Coal mine employees, Thorburn, N.S. and Greenwood, N.S.	Commenced April 17. Sympathetic (see strike of steel workers, New Glasgow, N.S.) Work resumed April 19.	250	250
Coal mine employees, Sydney Mines, N.S...	Commenced April 26. Demand for increased wages and recognition of union. Work resumed April 28, pending investigation by Royal Commission.	2,000	4,000
METAL, MACHINERY AND CONVEYANCES—			
Steel workers, New Glasgow, N.S.....	Commenced April 17. Demand for increased wages and recognition of union. Work resumed April 18, pending investigation by Royal Commission.	4,000	4,000
CLOTHING—			
Tailors, Winnipeg,.....	Commenced April 1. Demand for increased wages. Increased rate granted following negotiations. Work resumed April 15.	200	2,400
Moccasin stitchers.....	Commenced April 25. Demand for increased wages. Unterminated April 30.	20	100
PUBLIC UTILITIES—			
Telephone Operators, Port Arthur,.....	Commenced April 15. Demand for increased wages. Increased rate granted, following negotiations. Work resumed April 17.	24	48
MUNICIPAL EMPLOYMENT—			
Civic employees, Vancouver,.....	Commenced April 27. Demand for increased wages. Unterminated.	300	750

REPORTS OF EMPLOYMENT BUREAUS

THE steady decline in the demand for workers noted in the past five months was checked during March, there being an increase of over 22 per cent as compared with February, on the basis of the daily average of vacancies notified to 110 employment bureaus (77 commercial, 18 public and 15 philanthropic). As compared with the demand reported for March of last year

by practically identical bureaus, there was an increase of nearly seven per cent. The total number of vacancies notified to all offices in March was 29,297, a daily average of 1211.2 as compared with 989.1 in February, 1918, and with 1133.6 in March, 1917. The number of persons placed was 15,452 a daily average of 605.8 as compared with averages of 465.2 and 686.7 in the previous month and in March of last year. The proportion of the total vacancies filled to the total vacancies notified was 50.0 per cent, as compared with 47.0 per cent in February and with 60.5 per cent in March, 1917.

As to employment for woman and girl workers the number of vacancies notified was 6,384, a daily average of 253.5, as compared with 213.5 in February and with 298.5 in March, 1917. The number of such workers placed was 2,185, a daily average of 86.8, as compared with 80.0 in the preceding month and with 120.6 in the corresponding period in 1917. The proportion of vacancies filled to vacancies notified for men and boys was 54.2 per cent and for women and girls 34.3 per cent, as compared with 52.1 per cent and 37.4 per cent respectively, for February and with 65.9 per cent and 40.4 per cent respectively, for March of a year ago.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Winnipeg and Vancouver showed increases in the demand for labour, both as compared with February and with March, 1917, Toronto recorded an increase over February, and a decline as compared with March of a year ago. Edmonton reported a decrease in comparison with the preceding month and a gain over March, 1917, while at Montreal there were declines in both cases. Of the smaller centres, Regina, Saskatoon and Calgary recorded increases both as compared with February and with March of last year.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 2,059, a daily average of 85.0 as compared with averages of 82.9 in February and 59.8 in March, 1917. The number of casual jobs secured was 4,375 a daily average of 179.1, as compared with 159.9 in the preceding month and with 154.4 in March of last year.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS AGENCIES DURING THE MONTH ENDED MARCH 31, 1918

AGENCY.	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**337**	**34**	..	..	**371**	**743**	**48**	..	..	**791**
Halifax	3	....	..	..	3	3	....	..	..	3
St. John	45	....	..	..	45	45	....	..	..	45
Quebec	44	....	..	..	44	44	....	..	..	44
Ottawa	7	6	..	..	13	27	6	..	..	33
Toronto	120	....	..	..	120	322	....	..	..	322
Hamilton	8	1	..	..	9	16	1	..	..	17
London	8	....	..	..	8	25	....	..	..	25
Winnipeg	6	12	..	..	18	28	21	..	..	49
Calgary	48	12	..	..	60	56	15	..	..	71
Edmonton	13	1	..	..	14	78	1	..	..	79
Vancouver	35	2	..	..	37	99	4	..	..	103
Y.W.C.A.	...	**112**	..	**3**	**115**	....	**200**	..	**3**	**203**
Sherbrooke	...	4	..	3	7	....	4	..	3	7
Winnipeg	...	10	..	..	10	....	13	..	..	13
Saskatoon	...	22	..	..	22	....	83	..	..	83
Calgary	...	31	..	..	31	....	31	..	..	31
Edmonton	...	15	..	..	15	....	15	..	..	15
New Westminster	...	6	..	..	6	....	14	..	..	14
Vancouver	...	6	..	..	6	....	7	..	..	7
Victoria	...	18	..	..	18	....	33	..	..	33
Miscellaneous	**522**	**1049**	**2**	..	**1573**	**966**	**2413**	**2**	..	**3381**
Montreal Municipal	18	....	..	..	18	18	....	..	..	18
Montreal Directorate of Female Immigration	...	9	..	..	9	....	10	..	..	10
Montreal Catholic Social Service Guild	6	56	..	..	62	6	57	..	..	63
Toronto Provincial	...	46	..	..	46	....	717	..	..	717
Toronto Municipal	35	....	..	..	35	74	....	..	..	74
London Provincial	...	54	..	..	54	....	197	..	..	197
Hamilton Provincial	...	10	..	..	10	....	10	..	..	10
Winnipeg Municipal	123	175	..	..	298	503	564	..	..	1067
Vancouver Municipal	172	440	2	..	639	197	599	2	..	798
Victoria Municipal	168	259	..	..	427	168	259	..	..	427
Total	**859**	**1195**	**2**	**3**	**2059**	**1709**	**2661**	**2**	**3**	**4375**
Daily average—										
February, 1918	...	....	..	..	82.9	....	....	..	..	159.9
March, 1918	...	....	..	..	85.0	....	....	..	..	179.1
March, 1917	...	....	..	..	59.8	....	....	..	..	154.4

REPORTS OF EMPLOYMENT BUREAUS FOR THE MONTH ENDED MARCH 31. 1918.

BUREAUS	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average Feb., 1918	Daily Average Mar., 1918	Daily Average Mar., 1917	Men	Women	Boys	Girls	Total	Daily Average Feb., 1918	Daily Average Mar., 1918	Daily Average Mar., 1917
Halifax—Commercial (2) ...	14	30	1	8	53	2.08	2.12	5.48	13	28	1	7	49	1.96	1.96	1.56
St. John—Commercial (1)...	40	20	2	....	62	1.46	3.10	1.85	15	2	....	....	17	1.17	.85	.41
Quebec—Provincial.....	55	6	...	....	61	2.57	2.44	1.14	31	7	1	....	39	1.91	1.56	.85
Sherbrooke.....	26	1	...	31	58	3.84	2.32	3.48	26	1	....	31	58	3.46	2.32	3.15
Provincial.....	26	....	...	29	55	3.46	2.20	3.00	26	....	....	29	35	3.33	2.20	3.00
Y.W.C.A.....	....	1	...	2	3	.38	.12	.48	....	1	....	2	3	.13	.12	.15
Montreal.....	2468	283	2	52	2805	142.99	113.94	170.74	1407	117	4	15	1543	49.27	62.04	99.71
Provincial.....	386	48	...	....	434	11.00	17.36	22.74	287	32	....	....	319	7.86	12.76	13.48
Municipal.....	463	7	...	....	470	20.96	18.80	17.19	458	3	....	....	461	20.65	18.44	17.48
Catholic Social Service Guild.	2	38	2	2	44	1.17	1.76	1.58	2	30	1	2	35	.83	1.40	.65
Directorate of Female Immigration.....	....	95	...	....	95	3.08	3.65	3.19	....	14	....	....	14	.58	.54	.85
Commercial (10).....	1617	95	...	50	1762	106.78	72.37	126.04	660	38	3	13	714	19.35	28.90	67.25
Ottawa.....	1087	83	16	30	1216	43.12	46.98	90.04	742	54	16	....	812	27.99	31.41	65.26
Provincial.....	574	51	16	....	641	21.21	24.65	45.11	514	51	16	....	641	21.21	24.65	45.11
Y.W.C.A.....	....	32	...	....	32	.79	1.28	1.85	....	3	....	....	3	.38	.12	.44
Women's Hostel.....	....	....	...	30	30	.93	1.00	1.58	....	....	....	....	....	.14	.....	.19
Commercial (5).....	513	....	...	....	513	20.19	20.05	41.50	168	....	....	....	168	6.26	6.64	19.52
Toronto.....	2241	510	7	298	3056	112.01	124.44	181.97	1787	230	11	105	2133	78.33	86.16	111.03
Provincial.....	523	214	3	213	953	27.68	40.02	14.33	409	89	2	88	588	18.82	24.31	14.37
Municipal.....	639	....	...	....	639	25.42	25.56	45.37	564	....	6	....	570	25.42	22.80	32.52
Y.W.C.A.....	....	80	...	80	160	6.36	6.70	6.12	....	13	....	14	27	1.00	1.13	1.14
Commercial (5).....	1079	216	4	5	1304	52.55	52.16	116.15	814	128	3	3	948	33.09	37.92	63.00
Hamilton—Provincial	130	102	...	....	232	11.10	9.28	6.93	78	41	....	....	119	6.63	4.76	2.45
London—Provincial	164	141	...	....	305	4.32	12.20	.....	91	78	....	....	169	3.27	6.76	.....
Brantford—Provincial.....	119	31	...	....	150	5.33	5.77	7.00	97	22	....	....	119	4.21	4.57	5.74
Kitchener—Provincial.....	30	....	5	....	35	2.29	1.40	1.84	31	....	2	....	33	1.08	1.32	1.24
St. Thomas—Provincial.....	36	14	2	2	54	1.23	2.16	3.18	13	10	2	2	27	.95	1.08	1.07
Walkerville—Provincial.....	57	....	...	....	57	1.24	2.28	1.74	54	....	....	....	54	1.18	2.16	1.67
Fort William & Port Arthur—Commercial (5).....	1278	10	...	....	1288	74.96	50.05	46.60	511	1	....	....	512	10.46	19.76	10.60
Winnipeg.....	4255	1445	47	180	5927	159.40	231.17	226.00	1888	604	20	23	2535	69.35	98.70	127.56
Municipal.....	87	181	2	11	281	9.04	11.24	11.56	80	91	2	6	179	5.71	7.16	6.85
Girls' Home of Welcome.....	....	51	...	....	51	3.54	1.96	6.48	....	27	....	....	27	.63	1.04	1.19
Y.W.C.A	....	65	...	65	130	4.58	5.00	9.07	....	9	....	9	18	.83	.69	1.74
Commercial (10).....	4168	1148	45	104	5465	142.24	212.97	198.89	1808	477	18	8	2311	61.88	89.81	117.78
Brandon.....	423	85	35	65	608	28.73	26.19	13.46	138	22	1	1	162	4.86	6.30	5.77
Commercial (3).....	423	85	35	65	608	28.73	26.19	13.46	138	22	1	1	162	4.86	6.30	5.77
Regina.....	827	309	85	257	1478	23.33	57.35	24.04	384	122	25	36	567	13.00	21.99	13.44
Y.W.C.A.....	....	2	...	4	6	.37	.23	.....	....	1	....	1	2	.12	.08	....
Commercial (4)..	827	307	85	253	1472	22.96	57.12	24.04	384	121	25	35	565	12.88	21.91	13.44
Saskatoon.....	1111	270	24	129	1534	12.52	59.60	43.81	650	84	10	18	762	9.71	29.45	25.08
Provincial.....	458	86	7	....	551	6.29	21.19	23.74	394	65	5	....	464	4.42	17.85	15.04
Y.W C.A.....	3	79	...	79	161	4.58	6.19	5.46	.3	4	....	13	20	.71	.77	.89
Commercial (2).....	650	105	17	50	822	11.75	32.22	14.61	253	15	5	5	278	4.58	10.83	9.15
Calgary.....	935	107	5	42	1089	33.18	41.86	36.22	663	27	2	2	694	20.52	26.50	30.59
Y.W.C.A.....	....	40	...	40	80	2.92	3.08	.....	....	14	....	....	14	.63	.54	.....
Commercial (4).....	935	67	5	2	1009	30.26	38.78	36.22	663	13	2	2	680	19.89	25.96	30.59
Edmonton.....	3162	497	45	100	3804	146.84	144.39	91.77	1410	106	2	3	1521	54.09	57.83	60.01
Y.W C A.....	....	73	...	....	73	2.88	2.81	2.40	....	7	....	....	7	.21	.27	.72
Commercial (10)	3162	424	45	100	3731	143.96	141.58	89.37	1410	99	2	3	1514	53.88	57.56	59.29
New Westminster.....	35	24	...	....	59	1.84	2.33	1.49	12	5	...	....	17	.26	.67	.53
Municipal.....	35	2	...	....	37	1.13	1.48	1.07	12	....	....	....	12	.13	.48	.41
Y.W.C.A.....	....	22	...	....	22	.71	.85	.42	....	5	....	....	5	.13	.19	.12
Vancouver.....	3923	664	36	246	4869	157.96	191.13	158.86	2960	188	24	130	3302	95.01	129.53	112.08
Municipal.....	396	37	22	17	472	5.42	19.67	33.67	396	37	22	17	472	3.54	19.67	30.04
Y.W.C.A.....	....	163	...	....	163	5.21	6.79	5.81	....	7	....	....	7	.46	.29	.48
Commercial (10).....	3527	464	14	229	4234	147.33	164.67	119.38	2564	144	2	113	2823	91.01	109.57	81.56
Victoria.....	171	246	14	66	497	16.71	19.33	15.96	136	37	9	26	208	6.53	8.15	6.89
Municipal.....	50	26	...	....	76	3.21	3.04	1.44	38	4	....	....	42	1.08	1.68	1.44
Y.W.C.A.....	....	90	...	....	90	3.13	3.46	2.11	....	6	....	....	6	.33	.23	.15
Commercial (7).....	121	130	14	66	331	10.37	12.83	12.41	98	27	9	26	160	5.12	6.24	5.30
Total (23 centres).....	22587	4878	326	1596	29297	989.05	1211.18	1133.60	13137	1786	130	399	15452	465.20	605.83	686.69

EMPLOYMENT FOR CIVIC EMPLOYEES IN SIXTEEN CITIES

REPORTS from 16 cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in April, showed decreases of about 5 per cent in the number of workers, and of nearly 17 per cent in the wages paid. In April 9,748 persons were temporarily employed in the two weeks, and the pay-rolls amounted to $262,633.02, as compared with 10,276 employees and an aggregate pay-roll of $315,719.03 in March. Halifax, Hamilton, London, Winnipeg, Brandon, Regina, Calgary, Edmonton and Victoria all showed increases, both in the number of workers and in the wages paid. St. John, Montreal, Ottawa, Toronto and Saskatoon reported smaller numbers of employees and smaller pay-rolls. At Moose Jaw and Vancouver the number of employees was smaller and the amount of the pay-rolls was larger.

The accompanying table summarize reports from the nine cities for which returns are available since July, 1916. The table shows that as regards the number of workers a decline began in January, 1917, and continued almost without interruption to November. During December, January, February and March an upward tendency was evidenced, but in April there was again a decline. As to wages, the total for last month is smaller than was reported in the past two months.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY CITY CORPORATIONS, MARCH AND APRIL, 1918

City.	Number of employees temporarily employed in first fortnight in:		Amount of wages paid employees temporariiy employed in first fortnight in:	
	March, 1918	April, 1918	March, 1918	April 1918
Halifax	187	200	$4,450.25	$5,186.27
St. John	317	267	8,766.46	7,627.73
Montreal	5,509	4,916	148,396.42	90,352.12
Ottawa	156	73	12,486.30	4,866.16
Toronto	1,180	1,029	38,288.21	36,376.75
Hamilton	343	357	10,213.15	12,747.22
London	229	267	7,105.92	8,529.30
Winnipeg	474	624	14,887.55	20,234.45
Brandon	41	55	1,257.95	1,565.38
Regina	283	323	12,721.08	16,052.65
Moose Jaw	92	87	3,119.05	3,176.40
Saskatoon	301	251	12,089.17	9,876.91
Calgary	269	344	9,640.70	12,133.90
Edmonton	312	334	12,500.80	12,675.14
Vancouver	426	421	13,657.24	13,863.61
Victoria	157	200	6,138.42	7,369.63
Total	10,276	9,748	$315,719.03	$262,633.02

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY NINE CITY CORPORATIONS, JULY, 1916—MARCH, 1918.

Month.	Total number of employees temporarily employed in first fortnight	Total amount of wages paid employees temporarily employed in first fortnight
1916		
July	10,244	$281,062.15
August	9,425	275,364.93
September	8,397	235,632.94
October	8,079	220,986.22
November	7,669	211,678.38
December	6,360	164,293.79
1917		
January	8,466	193,797.33
February	7,784	213,605.85
March	8,390	210,691.01
April	7,341	167,938.77
May	6,639	160,076.31
June	6,515	206,449.96
July	6,612	201,856.82
August	5,954	188,731.51
September	5,445	174,203.48
October	5,165	161,374.34
November	4,879	160,695.47
December	5,932	129,662.49
1918		
January	6,433	168,920.94
February	7,520	221,799.40
March	7,595	230,103.83
April	7,258	179,607.83

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades as indicated by the value of building premits issued in 35 cities showed an increase during April as compared with the previous month, the total value of building permits rising from $2,133,781 in March to $3,005,785 in April, an increase of $872,004, or 40.9 per cent. Saskatchewan was the only province to record a decline, and substantial gains

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES

City	March, 1918	April, 1918	April, 1917	April, 1918, compared with March, 1918. Increase (+) Decrease (—)		April, 1918, compared with April, 1917 Increase (+) Decrease (—)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	**$93,426**	**$328,103**	**$108,850**	**+ $234,677**	**+ 251.19**	**+ $219,253**	**+ 201.42**
Halifax	47,768	306,850	70,935	+ 259,082	+ 542.38	+ 235,915	+ 332.58
Sydney	45,658	21,253	37,915	— 24,405	— 53.45	— 16,662	— 43.95
New Brunswick	**45,600**	**47,925**	**44,145**	**+ 2,325**	**+ 5.10**	**+ 3,780**	**+ 8.56**
Moncton	1,500	12,550	19,645	+ 11,050	+ 736.67	— 7,095	— 36.12
St. John	44,100	35,375	24,500	— 8,725	— 19.79	+ 10,875	+ 44.39
Quebec	**271,189**	**808,729**	**880,903**	**+ 537,540**	**+ 198.22**	**— 72,174**	**— 8.19**
Montreal-Maisonneuve	241,660	648,510	631,340	+ 406,850	+ 168.32	+ 17,170	+ 2.72
Quebec	22,329	109,044	219,798	+ 86,715	+ 388.35	— 110,754	— 50.39
Sherbrooke	.....	2,300	20,200	+ 2,300	.....	— 17,900	— 88.61
Three Rivers	7,200	48,875	7,465	+ 41,675	+ 578.82	+ 41,410	+ 554.72
Westmount	.....	.....	2,100	.....	.....	— 2,100	.....
Ontario	**1,001,699**	**1,226,273**	**1,802,907**	**+ 224,574**	**+ 22.49**	**— 576,634**	**— 31.98**
Brantford	8,925	24,830	13,430	+ 15,905	+ 178.21	+ 11,400	+ 84.88
Fort William	97,450	5,940	114,475	— 91,510	— 93.90	— 108,535	— 94.81
Guelph	11,820	26,310	19,995	+ 14,490	+ 122.58	+ 6,315	+ 53.43
Hamilton	94,625	232,120	366,340	+ 137,495	+ 145.31	— 134,220	— 36.64
Kingston	5,660	40,849	32,443	+ 35,189	+ 621.71	+ 8,406	+ 25.91
Kitchener	14,970	12,620	76,497	— 2,350	— 15.70	— 63,877	— 83.53
London	29,615	85,260	84,290	+ 55,645	+ 181.14	+ 970	+ 1.15
Ottawa	94,470	40,706	141,150	— 53,764	— 56.91	— 100,444	— 71.16
Peterborough	3,250	12,760	18,910	+ 9,510	+ 292.62	— 6,150	— 32.52
Port Arthur	3,015	10,216	109,813	+ 7,201	+ 238.84	— 99,597	— 90.70
Stratford	1,670	12,655	32,250	+ 10,985	+ 657.78	— 19,595	— 60.76
St. Catharines	32,305	53,990	21,317	+ 21,685	+ 67.13	+ 32,673	+ 153.27
St. Thomas	1,975	6,355	8,605	+ 4,380	+ 221.78	— 2,250	— 26.15
Toronto	529,664	570,532	594,652	+ 40,868	+ 7.72	— 24,120	— 4.06
Windsor	72,285	91,130	168,740	+ 18,845	+ 26.07	— 77,610	— 45.99
Manitoba	**137,902**	**183,575**	**160,065**	**+ 45,673**	**+ 33.12**	**+ 23,510**	**+ 12.81**
Brandon	2,252	9,675	11,715	+ 7,423	+ 329.53	— 2,040	— 17.41
Winnipeg	135,650	173,900	148,350	+ 38,250	+ 28.19	+ 25,550	+ 17.22
Saskatchewan	**459,100**	**154,525**	**96,845**	**— 304,575**	**— 66.34**	**+ 57,680**	**+ 59.56**
Moose Jaw	7,300	30,130	53,270	+ 22,830	+ 312.74	— 23,140	— 43.44
Regina	442,150	29,310	36,000	— 412,840	— 93.32	— 6,690	— 18.58
Saskatoon	9,650	95,085	7,575	+ 85,435	+ 885.34	+ 87,510	+ 1,155.25
Alberta	**27,410**	**72,175**	**41,650**	**+ 44,765**	**+ 163.72**	**+ 30,525**	**+ 73.29**
Calgary	23,000	56,400	33,700	+ 33,400	+ 145.22	+ 22,700	+ 67.36
Edmonton	4,410	15,775	7,950	+ 11,365	+ 257.71	+ 7,825	+ 98.43
British Columbia	**97,455**	**184,480**	**96,534**	**+ 87,025**	**+ 89.30**	**+ 87,886**	**+ 90.98**
New Westminster	4,300	13,350	3,565	+ 9,050	+ 210.47	+ 9,785	+ 274.47
Vancouver	79,170	163,230	73,824	+ 84,060	+ 106.18	+ 89,406	+ 12.11
Victoria	13,985	7,900	19,205	— 6,085	— 43.44	— 11,305	— 58.86
Total (35 cities)	**$2,133,781**	**$3,005,785**	**$3,231,959**	**+ $872,004**	**+ 40.87**	**— $226,174**	**— 6.99**

were made in Nova Scotia, Quebec and Alberta. As compared with the corresponding month of 1917 there was a decline of almost 7 per cent, the value for April, 1917, being $3,231,959. In this comparison increases are recorded in all the provinces except Quebec and Ontario.

The larger cities, Montreal-Maisonneuve, Toronto, Winnipeg and Vancouver all showed gains as compared with the preceding month. In comparison with April of last year, Toronto was the only one of these cities to report a decline. Of the smaller centres, Halifax, Three Rivers, Saskatoon and Calgary all recorded increases in both cases.

UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF MARCH, 1918

THE present article on unemployment among the members of local trade unions, which is the ninth quarterly report on the subject, deals with unemployment as at the end of March, 1918, and is based on returns received from 1,385 labour organizations with a total membership of 154,453, or about 76 per cent of the total trade union membership of the country. Trade unionists unemployed on account of trade disputes or disability were not included. For all occupations represented, 1.7 per cent of the members were unemployed, as compared with 2.4 per cent in December and 2.2 per cent in March, 1917. That the percentage unemployed at the end of March is smaller than was reported at the end of the previous quarter, and also than at the same time in 1917, is due principally to greater activity in the manufacturing and mechanical industries, the mining, quarrying and refining of ores group, and in the building and construction trades. Employment for transportation workers, however, was not as good as in December, but it was slightly better than in March of last year.

Employment in the manufacturing and mechanical industries, as reported by 379 unions having a combined membership of 44,276, was much brisker than in December, and it was also better than in March, 1917. The improvement in the first case is chiefly attributable to a greater volume of employment for the metals, machinery and conveyances workers, in the food, tobacco and liquors group, and in the clothing trades. Glass bottle blowers were also better engaged. As to the sub-groups, workers in leather, boots and shoes, woodwork and furniture, and printing, publishing and paper goods, were not so well employed, as were also in lesser degree the textile, carpets and cordage workers. There was no unemployment in the pulp, paper and fibre trades, as reported by 26 unions. As compared with March, 1917, the decrease in the volume of unemployment is due principally to better conditions among the clothing workers and in the food, tobacco and liquors

trades. The pulp, paper and fibre group remained stationary, while in the metals, machinery and conveyances group the alteration was inconsiderable. Woodwork and furniture tradesmen, leather, boot and shoe workers, glass bottle blowers and printing and publishing employees, however, were not as well engaged in this comparison.

Reports from 552 organizations of transportation workers, having a total membership of 57,194, indicate that 1.22 per cent of the members were out of work, as compared with .70 per cent at the close of December, and with 1.26 per cent in March, 1917. In this group, steam railway employees, constituting nearly 76 per cent of the total group membership reporting, were better engaged than in either December or March, 1917, while street railway employees and navigation tradesmen were not as well employed. In the latter sub-group, this may be attributed to seasonal slackness. Teamsters reported a small fractional percentage out of work.

In the mining, quarrying and refining of ores group, reports were received from 57 unions having an aggregate membership of 20,686. The percentage of unemployment was smaller than in the preceding quarter, and also than in the same period in 1917. Miners were much brisker, but mill and smeltermen showed a larger percentage out of work than in either quarter.

The percentage unemployed in the building and construction trades, according to returns received from 216 unions with 16,644 members, was 7.6 per cent, as compared with 9.6 per cent in December and with 7.5 per cent in March, 1917. The improvement as compared with the preceding quarter is due to a greater volume of employment for bricklayers, masons and plasterers, electrical workers, stonecutters, painters, decorators and paper hangers, tile layers, lathers and roofers, and bridge and structural iron workers. Carpenters and joiners, plumbers and steamfitters and steam shovel and dredgemen, however, were not quite as well employed. In comparison with March of last year, bricklayers, masons and plasterers, carpenters and joiners, granite and stone cutters, plumbers and tile layers, lathers and roofers were slacker, as were also bridge and structural iron workers. Improvement, however, was shown for electrical workers, painters, decorators and paperhangers, steam shovel and dredgemen and hod carriers and building labourers.

In the public employment group, as reported by 57 unions with a combined membership of 3,886, there were no members out of work, as compared with unemployed percentages of .17 and .47, respectively, in December and March, 1917.

Employment in the group of miscellaneous trades, as indicated by returns received from 123 unions with 11,517 members, was brisker than in either the preceding quarter or in the same month in 1917. The improvement is chiefly attributable to a greater volume of work for hotel and restaurant employees. Barbers, musicians and theatre em-

ployees and unclassified workers were also slightly better engaged, while stationary engineers and firemen were slacker than in December, though they were busier than in March, 1917. Retail clerks, as reported by 7 unions, appear to be uniformly well employed.

The percentages reported unemployed in the different groups of occupations are indicated in the following table:

Occupation.	Mar 1918	Dec. 1917	Sept. 1917	June 1917	Mar 1917	Dec. 1916	Sept. 1916	June 1916
Manufacturing and mechanical industries	**.91**	**2.77**	**4.05**	**1.79**	**1.22**	**[illegible].3**	**1.3**	**1.1**
Metals, machinery and conveyances	.28	.76	.15	.11	.29	.71	0	.6
Food, tobacco and liquors	.85	3.29	2.12	1.50	1.75	1.2	.5	.4
Textiles, carpets and cordage	.05	0	0	0	0	0	.5	0
Clothing	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6
Pulp, paper & fibre	0	.34	0	0	0	0	0	0
Printing, publishing & paper goods	.78	.67	2.05	.79	.52	.3	1.2	.8
Woodwork and furniture	4.60	3.00	.89	.62	.69	0.6	0	5.9
Leather, boots and shoes and rubber	7.83	2.92	30.70	6.28	4.18	4.3	1.0	0
Glass bottle blowers	2.23	4.48	13.84	3.56	1.92	0	12.17	0
Transportation	**1.22**	**.70**	**.55**	**.51**	**1.26**	**1.6**	**.6**	**.5**
Steam railways	.29	.76	.25	.35	1.12	.6	.6	.5
Street and electric railways	.38	.17	.44	.18	.09	.2	0	.3
Navigation	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3
Teaming & driving	.08	0	0	0	0	0	0	0
Mining, quarrying & refining of ores	**.40**	**2.09**	**.22**	**.32**	**.80**	**.65**	**.7**	**1.2**
Building & construction	**7.63**	**9.58**	**2.26**	**3.21**	**7.47**	**5.2**	**6.3**	**8.6**
Public employment	**0**	**.17**	**.04**	**.04**	**.47**	**.1**	**.1**	**0**
Fishing	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Miscellaneous	**1.25**	**1.56**	**.80**	**.99**	**2.11**	**1.3**	**1.9**	**3.1**
All occupations	**1.68**	**2.42**	**1.71**	**1.25**	**2.16**	**2.1**	**1.4**	**2.1**

The following table summarizes the returns by provinces. As compared with December, 1917, all the provinces except Quebec reported a smaller percentage out of work. Nova Scotia and Prince Edward Island and New Brunswick recorded the smallest percentages of unemployed, while it was greatest in Quebec. In comparison with March, 1917, Quebec and Ontario showed larger percentages of unemployment. Saskatchewan and Alberta remained practically stationary. In Nova Scotia, Manitoba and British Columbia, there was much less slackness.

Province.	Mar 1918	Dec. 1917	Sept. 1917	June 1917	Mar 1917	Dec. 1916	Sept. 1916	June 1916
Nova Scotia & Prince Edward Island	.03	2.64	.11	.23	2.72	.74	.47	.49
New Brunswick	.24	3.07	.11	.20	1.78	1.66	.09	.8
Quebec	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8
Ontario	1.75	2.44	.99	.94	1.53	1.55	.72	1.7
Manitoba	.78	1.07	.86	.58	2.81	1.01	.83	1.2
Saskatchewan	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6
Alberta	1.08	1.55	.17	.84	1.09	1.70	.92	3 03
British Columbia	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3
Canada	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1

The percentages reported idle in some of the largest industrial centres are indicated in the table which follows:

City	Mar	Dec.	Sept.	June	Mar	Dec	Sept.	June
Halifax	.14	.34	.42	1.03	.98	.24	0	4.03
St. John	.57	5.69	.16	.43	2.94	.47	.18	.09
Montreal	6.35	3.73	4.48	2.75	4.17	4.61	5.0	2.6
Toronto	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8
Winnipeg	.76	1.07	1.02	.72	2.53	.98	.58	1.9
Regina	2.64	5.63	0	0	3.73	1.75	.65	1.38
Edmonton	.51	2.41	.55	1.68	1.11	3.32	4.27	1.78
Vancouver	1.94	3.28	2.99	2.67	4.75	5.94	4.56	8.4

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON MARCH 30, 1918.

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent
1-Manufacturing & Mechanical Industries	7	2884	2	.07	12	1016	5	.49	64	9695	193	1.99	187	21823	141	.65
2-(a) Meatals, Machinery and Conveyances	4	2765	0	0	9	894	0	0	18	2486	26	1.05	90	9545	5	.05
3- Moulders	1	45	0	....	2	51	0	....	3	848	0	....	22	1818	0	....
4- Blacksmiths	1	170	0	....	2	166	0	....	2	108	0	....	5	136	0	....
5- Boilermakers and iron shipbuilders	...	...	...	....	2	183	0	....	2	78	0	....	13	2008	0	....
6- Patternmakers	...	...	...	....	...	...	...	....	1	182	0	....	5	208	1	....
7- Metal polishers, buffers and platers	...	...	...	....	...	...	...	....	1	122	0	....	3	75	4	....
8- Machinists	1	50	0	....	3	494	0	....	7	953	8	....	37	5011	0	....
9- Sheet metal workers and tinsmiths	1	2500	0	....	...	...	...	....	2	195	18	....	5	289	0	....
10-(b) Food, Tobacco and Liquors	...	...	...	....	...	...	...	....	7	1094	4	.37	10	1303	9	.69
11- Cigar and tobacco workers	...	...	...	....	...	...	...	....	4	801	0	....	7	1064	9	....
12- Brewery workers	...	...	...	....	...	...	...	....	...	...	...	....	1	200	0	....
13- Others	...	...	...	....	...	...	...	....	3	293	4	....	2	39	0	....
14-(c) Textiles, Carpets and Cordage	...	...	...	....	...	...	...	....	1	930	0	0	1	1100	0	0
15-(d) Clothing and Laundering	...	...	...	....	...	...	...	....	6	708	30	4.24	28	2825	105	3.72
16- Tailors	...	...	...	....	...	...	...	....	1	60	0	....	11	301	6	....
17- Garment workers	...	...	...	....	...	...	...	....	3	500	30	....	13	1895	99	....
18- Hat, glove and fur workers	...	...	...	....	...	...	...	....	2	148	0	....	4	629	0	....
19-(e) Pulp, Paper and Fibre	...	...	...	....	...	...	...	....	16	1947	0	0	10	2318	0	0
20-(f) Printing, Publishing and Paper Goods	3	119	2	1.68	2	114	5	4.38	11	1615	21	1.30	35	3849	5	.13
21- Compositors	2	97	2	....	1	86	5	....	4	815	3	....	16	1988	0	....
22- Pressmen and assistants	1	22	0	....	1	28	0	....	2	346	10	....	7	584	2	....
23- Bookbinders	...	...	...	....	...	...	...	....	1	280	6	....	3	555	0	....
24- Stereotypers and electrotypers	...	...	...	....	...	...	...	....	1	38	2	....	4	134	1	....
25- Engravers and lithographers	...	...	...	....	...	...	...	....	2	117	0	....	4	533	2	....
26- Others	...	...	...	....	...	...	...	....	1	19	0	....	1	55	0	....
27-(g) Woodwork and Furniture	...	...	...	....	...	...	...	....	2	65	7	10.77	3	87	0	0
28-(h) Leather, Boots, Shoes and Rubbers	...	...	...	....	1	8	0	0	3	820	100	12.20	7	583	16	2.74
29-(i) Glass Bottle Blowers	...	...	...	....	...	...	...	....	1	30	5	16.67	3	213	1	.47
30-Transportation	38	2602	0	0	35	3151	2	.06	73	8210	564	6.87	212	19240	65	.34
31-(a) Steam Railways	34	2271	0	0	31	2664	1	.04	65	5717	28	.49	194	14881	64	.43
32- Conductors	1	40	0	....	2	113	0	....	5	250	0	....	26	1138	0	....
33- Locomotive engineers	6	190	0	....	4	246	0	....	12	776	0	....	34	2047	4	....
34- Locomotive firemen	3	196	0	....	3	147	0	....	9	732	0	....	29	2862	6	....
35- Carmen	3	205	0	....	2	441	0	....	8	1319	0	....	28	1350	0	....
36- Trainmen	5	506	0	....	7	805	0	....	8	1379	0	....	29	4629	54	....
37- Telegraphers (Local Union)	2	83	0	....	...	...	...	....	2	33	0	....	2	82	0	....
38- *Telegraphers	...	...	...	....	...	...	...	....	...	...	...	....	...	...	...	....
39- Road maintenance men	6	498	0	....	8	435	0	....	16	965	28	....	38	2518	0	....
40- Shop employees	...	...	...	....	...	...	...	....	...	...	...	....	...	...	...	....
41- Railway employees, N.E.S.	8	553	0	....	5	477	1	....	5	263	0	....	8	255	0	....
42-(b) Street and Electric Railway Employees	2	154	0	0	1	180	0	0	2	366	24	6.56	9	3073	0	0
43-(c) Navigation	1	90	0	0	3	307	1	.33	6	2127	512	24.07	9	1286	1	.08
44- Marine engineers	1	90	0	....	1	82	1	....	4	304	12	....	5	252	1	....
45- Longshoremen	...	...	...	....	1	140	0	....	2	1823	500	....	4	1034	0	....
46- Others	...	...	...	....	1	85	0	....	...	...	...	....	...	...	...	....
47-(d) Teamsters and Chauffeurs	1	87	0	0	...	...	...	....	...	...	...	....	...	...	...	....
48-Mining, Quarrying & Refining of Ores	22	10782	3	.03	...	...	...	....	2	776	0	0	3	1677	20	1.19
49- Miners	21	8536	3	....	...	...	...	....	2	776	0	....	3	1677	20	....
50- Mill and Smeltermen	1	2246	0	....	...	...	...	....	...	...	...	....	...	...	...	....
52-Building and Construction	8	795	0	0	8	298	4	1.34	30	2510	199	7.93	101	7151	692	9.68
52- Bricklayers, masons and plasterers	3	256	0	....	2	31	4	....	3	173	17	....	24	1968	383	....
53- Carpenters and joiners	2	372	0	....	2	118	0	....	16	1486	137	....	44	3077	108	....
54- Electrical workers	1	34	0	....	2	78	0	....	4	331	18	....	5	315	10	....
55- Granite and stonecutters	2	133	0	....	...	...	...	....	2	133	27	....	8	437	146	....
56- Painters, decorators and paperhangers	...	...	...	....	1	28	0	....	2	161	0	....	5	672	0	....
57- Plumbers and steamfitters	...	...	...	....	1	43	0	....	1	145	0	....	7	362	27	....
58- Tilelayers, lathers and roofers	...	...	...	....	...	...	...	....	1	16	0	....	2	23	0	....
59- Bridge and structural iron workers	...	...	...	....	...	...	...	....	...	...	...	....	4	107	11	....
60- Steam shovel and dredgemen	...	...	...	....	...	...	...	....	...	...	...	....	2	190	7	....
61- Hod carriers and building labourers	...	...	...	....	...	...	...	....	1	65	0	....	...	...	...	....
62-Public Employment	3	54	0	0	2	37	0	0	5	550	0	0	24	1528	0	0
63- Civic employees	...	...	...	....	...	...	...	....	2	41	0	....	8	1228	0	....
64- Letter carriers	3	54	0	....	2	37	0	....	3	509	0	....	16	300	0	....
65-Fishing	...	...	...	....	...	...	...	....	...	...	...	....	...	...	...	....
66-Miscellaneous	2	49	0	0	1	20	0	0	13	2975	8	.27	59	3602	46	1.28
67- Retail clerks	1	24	0	....	...	...	...	....	1	150	0	....	...	...	...	....
68- Hotel and restaurant employees	...	...	...	....	...	...	...	....	...	...	...	....	2	183	3	....
69- Barbers	...	...	...	....	...	...	...	....	3	170	0	....	19	567	0	....
70- Musicians and theatre employees	1	25	0	....	...	...	...	....	3	141	5	....	21	1810	18	....
71- Stationary engineers and firemen	...	...	...	....	1	20	0	....	3	170	0	....	13	817	22	....
72- Others	...	...	...	....	...	...	...	....	3	2344	3	....	4	225	3	....
All occupations	80	17166	5	.03	58	4522	11	.24	187	24716	964	3.90	586	55021	964	1.75

*Commercial and Railway—organized in interprovincial divisions

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada						
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed				
Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent Dec., 1917	Per cent Mar., 1918	Per cent Mar., 1917	
24	3146	36	1.14	14	599	3	.50	31	1643	3	.18	40	3470	17	.49	379	44276	400	2.77	.91	1.22	1
13	1932	15	.78	5	301	1	.33	12	920	1	.11	17	2235	0	0	188	21078	48	.76	.28	.29	2
1	59	2	....	....	....	....	....	1	18	0	....	2	125	0	....	32	2964	2	1.49	.07	.97	3
2	165	1	....	....	....	....	....	2	108	1	....	1	225	0	....	15	1078	2	1.11	.19	0	4
3	955	12	....	2	118	0	....	2	228	0	....	4	1345	0	....	28	4915	12	.42	.25	.28	5
1	43	0	....	....	....	....	....	....	....	....	....	2	57	0	....	9	490	1	.89	.20	.29	6
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	4	197	4	1.19	2.03	0	7
5	680	0	....	3	183	1	....	6	544	0	....	7	474	0	....	69	8389	9	.25	.11	.26	8
1	30	0	....	....	....	....	....	1	22	0	....	1	9	0	....	11	3045	18	5.07	.59	3.78	9
2	151	0	0	....	....	....	....	4	123	2	1.62	6	390	11	2.83	29	3061	26	3.29	.85	1.75	10
....	....	....	....	....	....	....	....	1	10	2	....	3	135	6	....	15	2010	17	3.94	.84	1.99	11
1	95	0	....	....	....	....	....	2	105	0	....	2	10	0	....	6	410	0	0	0	2.77	12
1	56	0	....	....	....	....	....	1	8	0	....	1	245	5	....	8	641	9	3.15	1.40	0	13
1	36	1	2.79	....	....	....	....	....	....	....	....	....	....	....	....	3	2066	1	0	.05	0	14
1	75	0	0	....	....	....	....	3	197	0	0	4	167	0	0	42	3972	135	11.21	3.40	5.46	15
....	....	....	....	....	....	....	....	2	24	0	....	2	93	0	....	16	478	6	1.57	1.25	0	16
1	75	0	....	....	....	....	....	1	173	0	....	2	74	0	....	20	2717	129	13.03	4.75	0	17
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	6	777	0	6.87	0	11.20	18
....	....	....	....	....	....	....	....	....	....	....	....	1	76	0	0	26	4341	0	.34	0	0	19
7	952	20	2.10	9	298	2	.67	9	367	0	0	11	542	6	1.11	87	7856	61	.57	.78	.52	20
2	513	0	....	5	209	2	....	4	283	0	....	5	382	6	....	39	4373	18	.76	.41	.57	21
2	169	2	....	2	47	0	....	2	65	0	....	3	96	0	....	20	1357	14	.64	1.03	.45	22
1	205	18	....	1	29	0	....	1	6	0	....	2	53	0	....	9	1128	24	.51	2.13	.33	23
....	....	....	....	1	13	0	....	2	13	0	....	1	11	0	....	9	209	3	.54	1.43	0	24
2	65	0	....	....	....	....	....	....	....	....	....	....	....	....	....	8	715	2	0	.28	.93	25
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	2	74	0	1.20	0	0	26
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	5	152	7	3.00	4.60	.69	27
....	....	....	....	....	....	....	....	1	10	0	0	1	60	0	0	13	1481	116	2.92	7.83	4.18	28
....	....	....	....	....	....	....	....	2	26	0	0	....	....	....	....	6	269	6	4.48	2.23	1.92	29
53	10914	23	.21	40	3037	12	.39	44	3341	0	0	57	6699	31	.46	552	57194	697	.70	1.22	1.26	30
51	9719	23	.24	37	2799	12	.43	41	2878	0	0	45	2455	0	0	498	43384	128	.76	.29	1.12	31
5	283	4	....	3	501	10	....	5	345	0	....	6	291	0	....	53	2961	14	.47	.47	.36	32
5	270	0	....	5	163	1	....	6	382	0	....	7	321	0	....	79	4395	5	.21	.11	.90	33
6	425	15	....	6	258	0	....	4	291	0	....	6	391	0	....	66	5302	21	.02	.39	.73	34
5	1524	4	....	8	469	0	....	6	317	0	....	7	168	0	....	67	5793	4	.03	.07	2.31	35
5	663	0	....	5	610	0	....	5	549	0	....	4	378	0	....	68	9519	54	.56	.57	1.89	36
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	6	198	0	0	0	0	37
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	(5	5395	0	0	0	0)	38
16	1625	0	....	7	561	0	....	11	844	0	....	12	685	0	....	114	8131	28	.62	.34	.15	39
2	4300	0	....	....	....	....	....	....	....	....	....	....	....	....	....	2	4300	0	0	0	0	40
7	629	0	....	3	237	1	....	4	150	0	....	3	221	0	....	43	2785	2	10.14	.07	1.49	41
1	870	0	0	2	162	0	0	2	298	0	0	3	1183	0	0	22	6286	24	.17	.38	.09	42
....	....	....	....	....	....	....	....	....	....	....	....	6	2375	30	1.26	25	6185	544	.64	8.80	3.79	43
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	11	728	14	3.06	1.92	.47	44
....	....	....	....	....	....	....	....	....	....	....	....	2	735	0	....	9	3732	500	.51	13.40	4.53	45
....	....	....	....	....	....	....	....	....	....	....	....	4	1640	30	....	5	1725	30	0	1.16	3.07	46
1	325	0	0	1	76	0	0	1	165	0	0	3	686	1	.15	7	1339	1	0	.08	0	47
....	....	....	....	....	....	....	....	16	4021	24	5.97	14	3430	35	1.02	57	20686	82	2.09	.40	.80	48
....	....	....	....	....	....	....	....	16	4021	24	....	9	2386	15	....	51	17396	62	.19	.36	.84	49
....	....	....	....	....	....	....	....	....	....	....	....	5	1044	20	....	5	3290	20	14.55	.61	.71	50
9	1364	70	5.13	15	393	68	17.30	23	1034	90	8.70	22	3099	147	4.74	216	16644	1270	9.58	7.63	7.47	51
2	194	40	....	4	111	31	....	6	141	35	....	2	120	76	....	46	2994	586	26.39	19.57	17.90	52
1	185	15	....	3	101	22	....	6	447	55	....	8	2062	56	....	82	7848	393	4.61	5.01	4.26	53
1	500	0	....	2	86	0	....	4	189	0	....	1	81	0	....	20	1614	28	4.04	1.73	2.84	54
....	....	....	....	1	2	0	....	1	8	0	....	2	45	3	....	16	758	176	25.39	23.22	17.50	55
....	....	....	....	2	33	0	....	1	33	0	....	2	224	3	....	13	1151	3	5.74	.26	2.11	56
2	213	2	....	3	60	15	....	4	90	0	....	2	178	3	....	20	1091	47	2.88	4.31	3.04	57
....	....	....	....	....	....	....	....	....	....	....	....	1	14	2	....	4	53	2	20.00	3.77	2.26	58
1	27	13	....	....	....	....	....	....	....	....	....	3	353	4	....	8	487	28	8.22	5.75	3.41	59
1	45	0	....	....	....	....	....	1	126	0	....	1	22	0	....	5	383	7	1.79	1.83	22.70	60
1	200	0	....	....	....	....	....	....	....	....	....	....	....	....	....	2	265	0	0	0	2.31	61
5	787	0	0	5	106	0	0	8	524	0	0	5	300	0	0	57	3886	0	.17	0	.47	62
2	440	0	0	1	35	0	....	4	358	0	....	3	243	0	....	20	2345	0	.32	0	1.84	63
3	347	0	....	4	71	0	....	4	166	0	....	2	57	0	....	37	1541	0	0	0	.10	64
....	....	....	....	....	....	....	....	....	....	....	....	1	250	0	0	1	250	0	0	0	0	65
1	1412	9	.64	10	866	3	.35	13	1068	9	.84	14	1525	69	4.52	123	11517	144	1.56	1.25	2.11	66
1	14	0	....	....	....	....	....	2	444	0	....	2	52	0	....	7	684	0	0	0	0	67
1	60	0	....	....	....	....	....	2	183	0	....	2	259	20	....	7	685	23	5.88	3.36	8.71	68
2	162	0	....	2	72	0	....	4	172	0	....	5	187	1	....	35	1330	1	.22	.07	.08	69
3	413	0	....	6	164	3	....	4	173	1	....	3	279	10	....	41	3005	37	1.26	1.23	2.28	70
3	263	9	....	1	30	0	....	1	96	8	....	2	748	38	....	24	2144	77	3.12	3.59	1.69	71
1	500	0	....	1	600	0	....	....	....	....	....	....	....	....	....	9	3669	6	.27	.16	1.46	72
102	17623	138	.78	84	5001	86	1.72	135	11631	126	1.08	153	18773	299	1.59	1385	154453	2593	2.42	1.68	2.16	

MIGRATION AND SETTLEMENT

HOMESTEAD ENTRIES. — During the first quarter of 1918, there were 210 homestead entries in Manitoba, 294 in Saskatchewan, 365 in Alberta and 24 in British Columbia, a total of 863 for the three months, as compared with 2,158 for the last quarter of 1917, and 1,312 for the corresponding period of 1917. The following shows by provinces and nationality the number of those who took up homesteads during the first quarter of 1918:

HOMESTEAD ENTRIES BY PROVINCES AND NATIONALITY OF HOMESTEADERS, JANUARY-MARCH, 1918

NATIONALITY	Manitoba			Saskatchewan			Alberta			British Columbia			Total (all provinces)			
	Jan.	Feb.	Mar	Jan.	Feb.	Mar	Jan.	Feb.	Mar	Jan.	Feb.	Mar	Jan.	Feb.	Mar	For 3 months
Canadians from Ontario	15	8	14	24	11	20	21	14	19	3	....	1	63	33	54	150
" " Quebec	4	2	2	7	4	2	6	8	8	....	....	....	17	14	12	43
" " Nova Scotia	1	....	1	2	2	2	2	4	2	....	....	....	5	6	5	16
" " New Brunswick	....	....	....	....	1	3	....	3	2	....	....	....	....	4	5	9
" " Prince Edward Island	....	....	1	....	1	....	1	....	1	....	....	....	1	1	2	4
" " Manitoba	18	20	19	2	8	8	1	1	2	....	....	....	21	29	29	79
" " Saskatchewan	....	1	1	4	1	3	....	....	2	1	....	....	5	2	6	13
" " Alberta	....	....	....	....	....	....	4	2	4	1	....	....	5	2	4	11
" " British Columbia	....	....	....	1	....	....	....	....	1	1	....	2	2	....	3	5
Persons who had previous entry	12	2	7	12	11	15	23	17	18	....	....	....	47	30	40	117
American	2	4	2	27	22	15	24	17	24	....	1	2	53	44	43	140
English	9	13	7	10	3	11	18	17	9	1	2	2	38	35	29	102
Scotch	4	4	3	3	2	2	6	6	4	....	....	....	13	12	9	34
Irish	3	....	....	1	2	2	....	1	2	....	1	....	4	4	4	12
French	....	2	1	2	1	....	....	....	....	....	....	....	2	3	1	6
Belgians	1	1	....	....	....	....	2	1	1	....	....	....	3	2	1	6
Swiss	....	....	....	....	....	1	....	....	....	....	....	1	....	....	2	2
Italians	....	1	....	....	....	....	1	1	....	....	....	....	1	2	....	3
Roumanians	....	....	....	1	1	2	....	....	....	....	....	....	1	1	2	4
Syrians	....	....	....	....	1	....	....	....	....	....	....	....	....	1	....	1
Germans	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	1
Austro-Hungarians	3	2	4	1	1	2	1	1	2	1	....	1	6	4	9	19
Hollanders	1	....	....	....	1	....	2	....	....	....	....	....	3	1	....	4
Icelanders	....	1	1	....	....	....	....	....	....	....	....	....	....	1	1	2
Swedes	....	2	3	2	3	3	3	2	2	1	....	....	6	7	8	21
Norwegians	2	....	1	3	3	4	3	2	5	....	....	1	8	5	11	24
Russians, other than Finns	....	....	....	4	....	....	4	....	....	....	....	....	8	....	....	8
Russians	....	2	3	....	7	4	....	1	1	....	....	....	....	10	8	18
Finns	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	1
Japanese	....	....	....	1	....	....	....	....	....	....	....	....	1	....	....	1
Australians	....	....	....	2	....	....	....	....	....	1	....	....	3	....	....	3
New Zealanders	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	1
Mexicans	....	....	....	....	....	....	....	2	....	....	....	....	....	2	....	2
Hebrews	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	1
Total	75	65	70	109	86	99	124	102	109	10	4	10	318	257	288	863

Total Homestead entries, January-March, 1918.... 863
" " " " " " " 1917....1,312

LANDS PATENTED.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon Territory for the first quarter of 1918, the number of patents was 6,306 and the number of acres 1,002,761.88, as compared with 5,579 patents and 892,266.7 acres in the last quarter of 1917, an 5,635 patents and 915,460.14 acres i the corresponding period of 1917. Th following statement gives details of land patented during the first quarter of 191 with a comparison of the figures for th same period in 1917:

STATEMENT OF LETTERS PATENT COVERING DOMINION LANDS SITUATED IN MANITOBA, SASKATCHEWAN, ALBERTA, BRITISH COLUMBIA AND THE YUKON TERRITORY, JANUARY-MARCH, 1918.

NATURE OF GRANT.	January.		February.		March.		Total	
	No. of patents	Number of acres	No. of patents	Number of acres	No. of patents	Number of acres	No. of patents	Number of acres
Alberta Railway and Irrigation Company's sale	11	5,451.00	.....	.....	3	1,117.00	14	6,568.00
British Columbia Homesteads	9	1,314.90	5	604.70	18	2,013.81	32	3,933.41
British Columbia Sales	1	4.30	.....	.....	2	.....	3	4.30
Coal Surface Sales	.....	.....	.....	.....	2	5.75	2	5.75
Homesteads, Peace River Block	9	1,441.00	4	641.00	12	1,921.00	25	4,003.00
Homesteads	1,087	174,124.51	1,320	210,538.47	1,219	195,288.51	3,626	579,951.49
License of Occupation	1	2.35	2	18.53	.....	.....	3	20.88
Mineral rights	1	.....	.....	.....	1	.....	2	.....
North West Half-breed grants	1	160.00	.....	.....	.....	.....	1	160.00
Parish sales	.....	.....	.....	.....	1	786.00	1	786.00
Pre-emption sales	482	76,652.47	798	127,343.22	579	91,929.19	1,859	295,924.88
Purchased Homesteads	76	11,875.16	93	14,513.10	77	12,147.20	246	38,535.46
Quit claim, special grants	2	.....	3	.....	2	.....	7	.....
Railways:—								
Alberta and Grea Waterways Railway	2	47.47	19	246.20	9	123.97	30	417.64
Calgary and Edmonton Railway Company	3	955.07	9	2,533.00	7	2,874.83	19	6,362.90
Canadian Northern Railway Company	8	4,154.60	7	3,864.39	3	804.00	18	8,822.99
Canadian Northern Alberta Railway Company	.....	.....	1	6 00	.....	.....	1	6.00
Canadian Pacific Railway Roadbed and Station grounds	.....	.....	11	9 .	4	9 015	15	18,805
Edmonton, Dunvegan and British Columbia Railway Co.	10	129 69	.....	.....	.....	.....	10	129.69
Grand Trunk Pacific Railway Company	1	1.50	.....	.....	.....	.....	1	1.50
Grand Trunk Pacific Branch Lines Company	8	68.34	.....	.....	1	5.57	9	73.91
Qu'Appelle Long Lake and Sask. Rd. and Steamboat Co.	16	2,798.00	7	1,122.00	32	7,607 66	55	11,527.66
Sales	31	4,005.03	43	4,529.94	36	1,701.21	110	10,236.18
School lands sales	68	10,195.22	60	11,549.44	65	12,739.66	193	34,484.32
Special Grants	7	348.14	3	59.40	10	310.48	20	718.02
Yukon Territory sales	.....	.....	.....	.....	4	69.10	4	69.10
Total	1,834	293,728.75	2,385	377,579.18	2,087	331,453.95	6,306	1,002,761.88

Total January-March, 1918—6,306 patents; 1,002,761.88 acres.
Total January-March, 1917—5,635 patents; 915,460.14 acres.

PRICES, RETAIL AND WHOLESALE, IN CANADA, APRIL, 1918, AND IN OTHER COUNTRIES

GRAINS, except wheat and rye, eggs, potatoes, hides, metals, opium and malt showed considerable decreases, while there were increases in rye, livestock and meats, butter, canned vegetables, sugar, pepper, some textiles, gasoline, lumber, miscellaneous building materials and kitchen furnishings.

In retail prices the average cost of a family budget of staple foods in some 60 cities was $12.57 for April as compared with $12.66 for March, $10.77 for April, 1917, and $7.51 for April, 1914. There were important decreases in eggs and potatoes, but slight increases in meats and other articles. Fuel, light and rent were almost unchanged.

The index number of wholesale prices was almost unchanged, standing at 269.4 for April as compared with 269.2 for March, 228.7 for April, 1917, and 136.7 for April, 1914. The chief increases for the month were in animals and meats and in lumber and building materials, with many slight increases in other groups, but there were considerable decreases in grains, dairy products, fruits and vegetables, metals and implements.

The weekly budget for a family of five, including staple foods, laundry

starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the *Labour Gazette* from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

Meats advanced in nearly all lines, there being advances in several cities throughout the Dominion, some increases being as great as 5c per pound. Pork averaged 1c to 1½c per pound higher. Lard was also considerably higher.

In eggs there was a general decline. Storage eggs were practically off the market. Milk was unchanged. Butter averaged slightly higher, being up in some of the cities and down in others. Cheese rose in several localities.

Flour was steady, but rolled oats advanced. Rice was slightly up and prunes and evaporated apples were higher. Sugar, tea and coffee were steady. Potatoes declined considerably, being lower throughout the Dominion. There were, however, some advances in British Columbia.

In coal and wood, prices were comparatively steady. In several cities in Ontario prices were down to $10.00 per ton where levels had been up to $11.00 and $12.00.

Rent was higher in Belleville, Peterborough, Toronto, Niagara Falls, Hamilton, Galt, Winnipeg, Medicine Hat and Vancouver.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA.

Commodities.	Quantity	1905*	1906*	1910	1911	1912	1913	1916	1917	April 1914	April 1915	April 1916	April 1917	Mar. 1918	April 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	60.2	49.0	46.6	48.4	58.0	66.6	67.8
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	41.3	33.0	32.8	33.2	39.6	47.6	48.2
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	22.7	17.6	17.1	18.1	21.7	26.0	26.3
Mutton, roast, hindq'	1 "	11.8	12.2	16.8	18.0	17.8	19.1	23.3	28.1	21.0	20.8	22.6	26.9	32.3	33.2
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	29.6	20.3	18.4	20.9	27.3	34.4	35.7
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	53.5	37.0	34.8	37.0	47.6	65.2	67.2
Bacon, breakfast	1 "	15.4	17.8	24.5	23.3	22.5	24.7	28.8	38.5	26.1	24.7	27.6	34.5	46.5	48.1
Lard, pure leaf	2 "	26.2	28.2	40.6	36.0	35.6	33.4	40.4	59.4	38.2	35.0	37.8	56.4	68.0	69.4
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	48.9	24.0	23.4	26.6	37.1	58.9	46.0
Eggs, storage	1 "	20.2	23.4	28.4	27.9	31.2	23.1	32.7	42.4	23.2	21.8	26.0	32.9	50.5	43.9
Milk	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	52.6	62.2	53.4	54.6	52.8	60.6	72.0	72.0
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	86.4	59.0	66.2	66.6	85.2	97.6	98.4
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.0	34.7	37.9	38.3	47.9	54.3	54.8
Cheese, old	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	33.0	21.4	23.6	24.7	33.0	33.1	33.2
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	30.4	19.3	22.0	23.3	30.8	30.4	31.1
Bread, plain, white	15 "	55.5	53.5	66.0	64.5	60.0	61.5	74.3	104.4	64.5	72.0	69.0	93.0	114.5	117.0
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	64.2	33.0	43.0	37.0	59.0	67.0	67.0
Rolled, oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	30.5	22.0	26.0	24.0	28.0	37.5	40.0
Rice, good medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	11.6	11.8	12.8	13.8	20.6	21.4
Beans, handpicked	2 "	8.6	9.7	10.8	10.4	11.6	12.4	19.5	29.8	11.8	13.8	18.3	26.8	33.6	33.8
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	13.0	11.6	13.3	14.6	21.3	22.1
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	15.4	12.5	12.9	13.0	14.3	17.1	17.6
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	39.9	22.4	32.4	34.4	38.4	42.4	42.4
Sugar, yellow	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	18.5	10.4	14.6	16.0	17 6	20.0	20.0
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	11.5	8.8	9.2	9.8	10.9	12.7	12.8
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.7	9.7	10.2	10.8	12.1	12.1
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	10.1	9.5	9.8	9.9	10.0	10.2	10.2
Potatoes	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	58.7	89.2	43.3	32.0	61.5	99.0	72.2	64.3
Vinegar, white wine	¼ qt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.8	.9	.9
All foods		**$5.48**	**$5.96**	**$6.95**	**$7.14**	**$7.34**	**$7.34**	**$8.79**	**$11.42**	**$7.51**	**$7.79**	**$8.34**	**$10.77**	**$12.66**	**$12.57**
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	¼ lb.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.2	3.2	3.3	3.6	4.6	4.6
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	67.0	52.1	53.1	53.5	64.7	71.7	71.8
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	38.4	37.2	37.7	50.8	57.9	57.8
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.9	52.9	43.8	34.1	41.5	50.6	68.6	67.1
Wood, soft	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	38.9	34.2	31.4	30.2	36.9	49.4	49.9
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	25.0	24.4	23.6	23.0	24.5	26.3	26.8
Fuel and lighting		**$1.50**	**$1.63**	**$1.76**	**$1.78**	**$1.82**	**$1.91**	**$1.92**	**$2.37**	**$1.93**	**$1.79**	**$1.86**	**$2.28**	**$2.74**	**$2.73**
Rent		**$2.37**	**$2.89**	**$4.05**	**$4.05**	**$4.60**	**$4.75**	**$4.04**	**$4.32**	**$4.85**	**$4.17**	**$3.98**	**$4.27**	**$4.56**	**$4.56**
Grand total		**$9.37**	**$10.50**	**$12.79**	**$13.00**	**$13.70**	**$14.02**	**$14.78**	**$18.15**	**$14.32**	**$13.79**	**$14.21**	**$17.34**	**$20.00**	**$19.91**

AVERAGE COST OF STAPLE FOODS BY PROVINCES

ova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11.39	$7.28	$7.39	$8.48	$10.64	$12.61	$12.80
rince Edward Island	4.81	5.26	5.81	5.80	6.11	6.34	7.57	9.79	6 51	6.61	7.46	9.09	11.07	11.01
ew Brunswick	5.38	5.83	6.55	6.84	7.13	7.04	8.70	11.22	7.20	7.57	8.41	10.70	12.61	12.50
uebec	5.15	5.64	6.33	6.46	6.97	6.87	8.48	11.15	7.04	7.17	8.03	10.66	12.62	12.24
ntario	5.01	5.60	6.50	6.67	7.25	7.20	8.84	11.60	7.29	7.40	8.30	11.14	12.72	12.57
anitoba	5.85	6.19	7.46	7.41	7.88	7.87	8.68	10.73	7.97	7.93	8.54	9.74	12.07	11.97
askatchewan	6.86	6.92	7.86	8.08	8.16	8.25	8.86	11.11	8.03	8.33	8.30	10.30	12.63	12.58
berta	6.02	6.50	8.00	8.08	8.15	8.33	8.79	11.55	7.97	8.33	8.26	10.76	12.98	12.72
itish Columbia	6.90	7.74	8.32	8.79	9.03	9.13	9.25	11.83	9.13	8.90	8.50	11.14	12.95	13.08

*December only. †Saskatoon omitted.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Nova Scotia						P.E.I.	New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Newcastle	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak....lb.	35	35	30	38	32	**34**	28	32	33	35	30	**32.5**	25-28	35	30	28-30
2-Beef, round steak.... "	30	35	30	35	30	**32**	28	30	28	30	28	**29**	25-28	32	28	28-30
3-Beef, rib roast, prime. "	30	30	22	32	28	**28.4**	25	25-28	30	25	22	**25.9**	25	35	25	25
4-Beef, shoulder roast.. "	25-28	25	20	26	24	**24.3**	25	20-24	22	20	20	**21**	19-20	25	20	20-22
5-Veal, roast, forequarter "	18-20	18-25	22	18	18	**19.7**	.....	.....	22	16	.....	**19**	20-25	20	20	18-20
6-Mutton, leg roast, h'q. "	25-30	.....	25	35	22	**27.4**	.....	.....	35	25	20	**26.7**	25-28	25	.....	30
7-Pork, fresh, roast, ham "	32-35	35	32	34	28	**32.5**	28	35	35	30	28	**32**	30-32	37	33	30
8-Pork, fresh chops.... "	38	35	32	32	30	**33.4**	28	35	35	35	30	**33.8**	30	38	34	30
9-Pork, salt, mess..... "	22	35	32	32	30	**30.2**	28	35	40	38	35	**37**	32-35	38	33	30
10-Bacon, br'fast, not sli'd "	45	50	48	45	40	**45.6**	40	48	48	48	45	**47.3**	45	50	45	50
11-Fish, fresh, g. quality. "	7	13-30	25	10-14	15	**16.1**	10	12-20	10-15	12	14	**13.6**	15	15-35	15	10-12
12-Fish, salt, herrings..doz.	60	60	60	60	60	**50**	50	60	60	50	.....	**56.7**	60	60	.....	50
13-Salmon, canned, med..lb.	.....	30-35	35	30	35	**33.1**	30	35	30	30	35	**32.5**	30	25-40	30	25
14-Lard, pure leaf, best.. "	38	38	35	38	37	**37.2**	34	35	38	36	38	**36.8**	32	35	35	30
15-Eggs, new laid.....doz.	60	55	50	55	50	**54**	38	50	50	55	55	**52.5**	45-50	55	50	45
16-Eggs, storage..... "	.....	50	45	50	.....	**48.3**	.....	.....	.....	45	50	**47.5**	.....	45	.....	.....
17-Milk, delivered.....qt.	12-14	12	10	12.5	11	**11.7**	9	9-10	12	11	10	**10.6**	12	12	11.1	12
18-Butter, dairy solids...lb.	55	50	45	52	50	**50.4**	45	a45	48	40	45	**44.5**	48-50	53	50	46
19- " creamery prints "	60	57	50	58	55	**56**	45	50	50	48	50	**49.5**	52-54	55	55	50
20-Cheese, old..... "	.....	.....	.....	.....	.....	.....	26	30	35	33	.....	**32.7**	35-37	35	.....	30-32
21-Cheese, new..... "	30	32	30	32	32	**31.2**	26	.....	.....	30	30	**30**	31-33	30	35	30
22-Bread, plain white... "	8	8	8	8	8	**8**	7.3	8-8.7	8-8.7	8	8.7	**8.4**	8	7.3	8.3	6.3
23-Flour, family..... "	7.5-7.7	7.9	7.3	7.3	8.3	**7.7**	6.7	6.9	7.3	7.3	7.9	**7.4**	7.5	7.3	7.9	6.3
24-Rolled oats, standard. "	9	8	8	10	8	**8.6**	8	8	9	8	10	**8.8**	9	8	8	7
25-Rice, medium..... "	12-15	15	10	10	12	**12.1**	10	12	8	12	10	**10.5**	10	10	12.5	9
26-Rice, Patna..... "	.....	.....	10	15	12	**12.3**	9	.....	15	15	15	**15**	.....	12	18	10
27-Tapioca, medium pearl "	22-25	15	25	20	20	**20.7**	18	18	15	22	25	**20**	15	20	20	18
28-Tomatoes, canned 3's can	30	28	25	25	30	**27.6**	25	25	25	28	27	**26.3**	25	25	25	25
29-Peas, canned 2's.... "	25	20	20	20	20	**21**	20	20	25	18	20	**20.8**	20	20	20	18
30-Corn, canned 2's.... "	25	25	25	25	25	**25**	25	24	25	25	23	**24.3**	20	25	25	22
31-Beans, common.....lb.	20	20	20	18	20	**19.6**	15	20	20	18	20	**19.5**	18	20	18	15
32-Apples, evaporated... "	.....	18	28	25	.....	**23.7**	14	22	.....	25	25	**24**	16	30	.....	.....
33-Prunes, medium..... "	.....	15	16	18	18	**16.8**	16	18	18	18	20	**18.5**	18	20	18	15
34-Sugar, granulated.... "	12	11	10	11	10	**10.8**	10	10	10.5	10	10	**10.1**	10	10	11.1	10
35-Sugar, yellow..... "	11	10	9.1	10	10	**10**	9.5	10	10	9.1	10	**9.8**	9	9	10	9.5
36-Tea, black, medium.. "	50-55	55	55	55	50	**53.5**	50	60	60	55	55	**57.5**	50	45	45	40
37-Tea, green, medium.. "	.....	55	55	55	.....	**55**	60	.....	70	65	65	**66.7**	50	45	45	30
38-Coffee, medium..... "	40-45	45	45	40	40	**42.5**	45	45	40	40	45	**42.5**	50	40	45	40
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	$1.90	$1.50	$1.75	$2.00	$1.65	**$1.76**	$1.13	$1.50	$2.00	$1.60	$1.75	**$1.71**	$1.60-$1.80	$ b2.25	$2.70	$2.1
40-Vinegar, white wine, XXX, per quart.....	.12	.12	.09	.15	.13	**.122**	.12	.10	.12	.10	.125	**.111**	.18-.22	.15	.125	.10
41-Starch, laundry, per pound.....	.15	.12	.15	.15	.15	**.144**	.14	.15	.16	.14	.15	**.15**	.12-.14	.15	.15	.13
42-Coal, anthracite, stove size, per ton, 2,000 lbs..	16.80	.....	15.00	14.50	14.25	**15.14**	15.00	.....	15.00	13.00	14.00	**14.00**	12.00	12.00	10.00	11.0
43-Coal, bituminous, domestic, per ton, 2,000 lbs..	4.80	7.50	7.15-9.25	8.00	10.00	**7.70**	8.00	7.50-8.50	8.00-10.0	9.00	8.00	**8.50**	12.00	10.00	11.00	10.5
44-Wood, hard, best, per long cord. (128 cu. ft.).....	6.00	6.00	6.00	10.00	8.00	**7.20**	8.00	8.00	f6.40-6.90	14.00	7.00	**8.91**	13.33-f14.67	12.00	12.00	13.0
45-Wood, soft, best, per long cord. (128 cu. ft.).....	5.00	5.00	4.50	6.50	4.50	**5.10**	8.00	4.00	f5.60	8.00	4.00	**5.40**	11.33-f12.67	8.00	11.00	7.50 8.0
46-Coal oil, prime white, per gallon.....	.28	.25	.27	.25	.28	**.266**	.24	.25	.24	.22	.27	**.245**	.20	.25	.25	.2
47-Rent, house, 6 roomed, san. conveniences, mon.	14.00-18.00	14.00	16.00	25.00	18.00-20.00	**18.00**	8.00-10.00	20.00	12.00	16.00	14.00	**15.50**	22.00-25.00	12.00	16.00	14.
48-Rent, house, 6-roomed, no san. con., per month	8.00-12.00	9.00	7.00	18.00-20.00	12.00-15.00	**11.70**	7.00-8.00	14.00	9.00	12.00	10.00	**11.25**	.....	8.00	14.00	7.

a Dairy prints. *b* Calculated from price per 80 lbs. *f* Calculated from price per wagon load.

CANADA, AT THE MIDDLE OF APRIL, 1918

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
30	32	30	30	**30.3**	38	30-32	30-35	33	35	33-35	35	40	32-34	32	35	30	35	33-34	1
30	32	25-28	28	**29**	34	30	28-32	30	32	30-32	30-33	35	30-31	30	32	32	32	32	2
20	25	22-25	22	**25.1**	32	26-30	30	32	25	28	28-32	28	24-26	28	28	30	28	28	3
20	22	20-22	23	**21.4**	30	25	23-25	25	23	20-23	23-25	25	22-24	24	25	25	25	24-25	4
20	20	20	20	**20.2**	30	18-20	25-30	28	27	28	28-32	25	32	30	33	25	30	28	5
35	30	30	.....	**29.4**	36	30	.....	35	35	25	35-38	40	33	28-30	40	35	30	30	6
30	34	40	33-35	**33.6**	38	32-35	35	33	42	35-36	37-40	40	40	37	40	40	30	38	7
30	34	42	35	**34.1**	40	35-38	35-40	35	42	35-38	40-45	40	42	40	45	40	40	38-40	8
35	35	37	33-35	**34.4**	40	32	30-35	....	35	.....	35-38	32	35	32	40	25	34	30	9
35	45	45	47	**45.3**	50	45-47	40-45	52	55	53	45-48	55	46	48-50	50	44	44	48	10
12-18	15-25	10	.....	**15.9**	10-12	12.5-30	13-25	15	20	15	11-22	18	18-25	18	25	25	12.5-20	22	11
.....	96	80	.....	**69.2**	90	.....	40	.....	.....	50	90	.....	.....	50	50	.....	.....	.....	12
25	25-30	25	20-40	**28.1**	25-35	20-40	28-35	25	30	30	25-35	35	27	30	35	35-40	35	30	13
32	35	35	35	**33.6**	34	32-34	30-35	37	39	38	37	38	35	33	37	32	35	36	14
40	50	45	45	**47.2**	45	40-45	55	40	40	35	40-45	50	45	40-45	40	38-40	40	35	15
.....	40	.....	.....	**42.5**	.....	.....	50	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	16
10	10	13	11	**11.4**	11	11-12	10-11	11	11.1	10-11.4	13.3	12	12	12.5	12	11.8	11-12	10.5	17
.....	52	.....	52	**50.3**	52	50-55	48-50	50	a53	45	45-50	.....	50	53-54	54	52	50	48	18
55	54	55	54	**53.9**	55	55-57	50-55	55	57	50	55-58	60	53	54-55	55	53	54	52	19
30	33	37	.....	**33.7**	38	.....	30	34	35	35	38	35	.....	28-30	.....	32	35	34	20
.....	28	32	28	**30.7**	32	29-32	28	.....	30	30	28-30	32	30	.....	30	28	30	32	21
6.3-6.7	7.3	8	7.3	**7.4**	6.9	7.3	7.3	6.3	6.7	7.3	6.7	7.3	7.3	8	6.7-7.3	7.3	7.3	7.3	22
6.5	7.3	7.3	6.3-6.5	**7.1**	7.1	6.3-7.1	7.7	6.9	6.7	5.8	6.9-7.3	6.7	6.5	6.2	6.7	6	6.5	6.1	23
7	10	7	7.5	**7.9**	7.5	8-8.3	7	7.5	9	6.3	9	7	7.1	7	9	8.3	8.3	8	24
10	10	12.5	10	**10.5**	10	12.5	10-12	11	12.5	10	10	12.5	10-12	10	10	12	10	.....	25
12	13	15	12.5	**13.2**	10	15	12	15	15	12.5	12.5-15	12.5	15	13-14	13	15	12.5	10	26
20	16	20	18	**18.4**	18	20	18	20	18	18	20	20	20	18	20	18	20	20	27
32	25	25	25	**25.9**	25	23-25	20-25	25	25	30	25-30	30	25	25	25	25	25	25	28
25	25	20	20	**21**	18	15-20	18	20	20	20	20-30	20	20-22	18	20	20	20	18	29
25	22	25	20	**23**	25	20-22	23	25	25	25	25-30	25	23	25	25	25	25	20	30
15	18	20	15	**17.4**	15	12.5-15	13-15	15	18	15	15-18	15.5	20	15	15	20	15	15	31
25	25	18	.....	**22.8**	22	18-20	15	.....	20	.....	.....	.....	.....	15	.....	.....	.....	20	32
15	25	15	15	**17.6**	18	20	18	18	17	17.5	15-25	18	18	15-18	18	20	18	18	33
10.5	11.1	9.5-10	9.8	**10.3**	10	11.1-10	10.5	10	10	10	10	10	10	10	10	11.1	11.1	10	34
10	10.5	9	9.3	**9.5**	9.5	10	9.1	9.1	9.5	9.1	9	9.1	10	10	9.5	10	10	10	35
40	40	45	50-55	**44.7**	60	55	40-45	55	60	40	50-55	50	55-60	50	60	50-60	55	50	36
40	40	40	40-45	**41.6**	50	50	50-40	55	55	30	50-55	40	35-40	50	60	50	50	45-50	37
40	40	30	40	**40.6**	45	40	45	35	45	40	40-50	30	35-40	30	45	30-50	45	30	38
$1.50	$2.50	$2.00	$1.75	**$2.06**	$2.00	$1.60 $1.85	$1.90-$2.00	$1.65	$2.10	$1.25	$2.00-$2.15	$2.25	$2.25	$1.80	$2.25	$2.00	$1 60	$1.75	39
.10	.12	.15	.10	**.131**	.125	.10	.12	.10	.14	.10	.12	.125	.12	.12	.10	.10	.13	.10	40
.10	.12	.12	.10-.125	**.12/**	.13	.15	.15	.12	.125	.12	.125	.14	.12-.14	.12	.15	.12	.13	.13	41
10.00	10.00	10.40	9.75	**10.64**	10.50	10.60	12.00	12.00	11.00	11.00	10.00	9.50	10.00	9.00-10.00	10.00	10.00	10.50	10.00	42
10.00	.....	8.50	.....	**10.33**	10.25	.....	10.50	12.00	11.00	11.00	11.00	8.00	.....	12.00	10.00	10.00	10.00	.....	43
11.00-12.00	15.00	14.00	13.00	**13.06**	12.00	12.75 15.00	14.00	11.00	11.00	14.00	15.00	d	.....	17.00	16.00-20.00	15.00	14.50	15.00	44
9.00-10.00	9.00	8.00	f10.00	**9.41**	6.00	f12.00	12.00	9.00	7.00	8.00	9.00	d	.....	14.00	14.00	10.00	9.00	10.00	45
.22	.22	.30	.22-.23	**.236**	.30	.25	.23	.22	.28	.25	.20-.25	.22	.25	.20	.25	.25	.24	.25	46
12.00-14.00	10.00-12.00	14.00-18.00	15.00-20.00	**15.38**	24.00	16.00	14.00-18.00	18.00-20.00	20.00-25.00	12.00-15.00	22.00-30.00	15.00-20.00	16.00	23.00 25.00	15.00-20.00	18.00	14.00-16.00	18.00 22.00	47
9.00-12.00	6.00-10.00	12.00-13.00	10.00-15.00	**10.36**	17.00	11.00	12.00-15.00	15.00-18.00	16.00-18.00	10.00-12.00	16.00-20.00	12.00-15.00	14.00	17.00 19.00	13.00	14.00	10.00-12.00 12.00	12.00 15.00	48

g Tamarac, poplar and jackpine. d Natural gas.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	**Average**	Winnipeg	Brandon	**Average**
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1–Beef, sirloin, steak.....lb.	35	32	35–38	32	32–35	33	33	35	35–38	37	37	**34.3**	35	35	**35.0**
2–Beef, round steak..... "	30	30	35	30	30	32	30	30	35	32	32	**31.5**	30	25	**27.5**
3–Beef, rib, roast, prime..... "	28	25	30	25	30	35	25–28	30	28–30	30	30	**28.7**	30	25	**27.5**
4–Beef, shoulder roast..... "	23	22	28	23	25	25	24	28	25–28	26–28	26–28	**24.9**	26	22	**24.0**
5–Veal, roast, forequarter.... "	28	28	30	25	28	30	30	32	35–38	30	30	**28.8**	26	20	**23.0**
6–Mutton, leg roast, hind'q'ter "	35	30	30	35	30	32	30	32	35–38	35	35	**33.1**	36	35	**35.5**
7–Pork, fresh, roast, ham.... "	42	44	35–38	35	38	48	35	35	35–40	38	38	**37.9**	35	32	**33.5**
8–Pork, fresh, chops..... "	42	38	40	40	40	45	33	35	35–40	42–45	42–45	**39.7**	48	32	**40**
9–Pork, salt, mess..... "	20	36	36	.....	32	.....	.....	35	.....	40	40	**33.8**	35	25–28	**35.8**
10–Bacon, breakfast, not sliced "	48	48	50	45	48	48	50	50	45	55–60	55–60	**49.1**	48	50	**49**
11–Fish, fresh, good quality... "	13–25	25	12	15	13–20	15–25	18	22	25–27	18	18	**18.9**	16	28	**22**
12–Fish, salt, herrings.....doz	70	.....	40	30	50	45	.....	70	.....	60	60	**56.8**	90	.....	**90**
13–Salmon, canned, medium...lb.	25	35	35	25	30	38	30	30–35	35	15–40	20–40	**31.2**	28	35	**31.5**
14–Lard, pure leaf, best..... "	35	34	35	34	35	35	30	35	34	33.3	35	**34.9**	35	35	**35.0**
15–Eggs, new laid.....doz.	40	39	38	43	40	40	.....	53	50	60	65	**44.1**	37	35	**36**
16–Eggs, storage..... "	.....	.....	.....	.....	.....	.....	38	.....	.....	.....	.....	**44**	.....	30	**30**
17–Milk, delivered.....qt.	10	10	10	10	12	14	10	15	13.3	14.3	14.3	**11.8**	13	12.5	**12.8**
18–Butter, dairy solids.....lb.	*a*48	46	50	50	50	52	*a*48	48	48–50	47.5	55	**50**	.....	40	**40**
19–Butter, creamery prints.... "	55	48	54	55	55	55	50	50	55	60	60	**54.4**	51	50	**50.5**
20–Cheese, old..... "	35	32	35	32	32	36	30	33	.....	30	30	**33.3**	38	35	**36.5**
21–Cheese, new..... "	30	28	30	30	30	35	.....	.....	30	30	30	**31.6**	30	.....	**30**
22–Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	8.7	8	8.3	8.3	**7.4**	7.5	7.3	**7.4**
23–Flour, family..... "	6.3	6	6.7	6.3	6.7	6.7	6.3	7.1	6.9	6.3-6.5	6.5	**6.6**	6.3	6.7	**6.5**
24–Rolled oats, standard..... "	7	7.5	8.3	8	8	8.3	8.3	8	7	7.5	7.5	**7.8**	7	7.5	**7.3**
25–Rice, medium..... "	10	13	10	10–12½	10	12.5	10–12	10	10	8.3	8.3	**10.7**	10	10	**10**
26–Rice, Patna..... "	12.5	15	13	15	15	14	12.5	15	14	10	8–12	**13.2**	12	12.5	**12.3**
27–Tapioca, medium pearl..... "	20	18	20	18	20	18	15	20	17	15–20	15–25	**18.9**	17.5	17.5	**17.5**
28–Tomatoes, canned 3's.....can	23	25	28	25	25	28	25	25	25	20	20	**25.1**	25	25	**25**
29–Peas, canned 2's..... "	18	20	20	20	20	22	20	23	19	15	15	**19.5**	17	20	**18.5**
30–Corn, canned 2's..... "	23	20	25	25	25	24	20	23	23	20	20	**23.5**	22	23	**22.5**
31–Beans, common..... "	17	20	18	17	20	30	15	20	14	15	15	**16.9**	12.5	12.5	**12.5**
32–Apples, evaporated..... "	25	.....	.....	.....	.....	28	.....	27	.....	25	25	**21.9**	23	18	**20.5**
33–Prunes, medium..... "	15	17	18	15	15	30	15	22	16	15	15	**17.9**	14	18	**16**
34–Sugar, granulated..... "	11.1	10.5	10	10	10	10	10	11.1	10	11	11	**10.3**	10.5	11.1	**10.8**
35–Sugar, yellow..... "	10	10	9.1	9.1	9.1	10	9.5	11.1	9.1	10	10	**9.6**	10	10	**10**
36–Tea, black, medium..... "	50	50	50	55	50–70	50–60	55	50	55	50–75	55–75	**54**	35	55	**45**
37–Tea, green, medium..... "	40	50	50	55	45–50	50–60	50	50	40	45–65	50–65	**48.8**	35	45	**40**
38–Coffee, medium..... "	40	45	45	40	40	35–40	45	45	40	40	40–50	**40.8**	28	40	**34**
39–Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.25	$1.75	$2.25	$2.25	$2.25	$1.85	$1.75	$2.25	$2.40	$1.75–$2.25	$2.00–$2.25	**$1.99**	$1.85	$2.25	**$2.05**
40–Vinegar, white wine, XXX per quart.....	.10	.10	.13	.125	.10	.12	.125	.12	.15	.15	.15	**.119**	.10	.15	**.125**
41–Starch, laundry, per pound.....	.125	.13	.15	.09	.14	.125	.15	.15	.15	.15	.15	**.134**	.12	.15	**.135**
42–Coal, anthracite, stove size, per ton of 2,000 lbs.....	10.50	10.00	10.00	10.00	11.00	10.00	11.00	12.50	11.00	10.50	10.00	**10.52**	12.50	13.50	**13.00**
43–Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	10.00	10.00	10.00	10.00	9.00	9.50	.....	11.00	10.50	10.00	**10.27**	10.50 11.75	10.50	**10.82**
44–Wood, hard, best, per long cord (128 cu. ft.).....	11.00	12.00	15.00–18.00	8.50	*f*8.00	*d*	12.00	9.50	8.00	7.50–10.00	7.50–10.00	**12.43**	*g*9.50	*g*10.50	**10.00**
45–Wood, soft, best, per long cord (128 cu. ft.).....	7.00	10.00	.....	.....	*f*6.00	*d*	10.00	8.50	7.50	6.50–7.50	6.50–7.50	**9.15**	7.50	8.50	**8.00**
46–Coal oil, prime white, per gallon.....	.25	.22	.20	.18	.24	.22	.25	.25	.25	.25	.25	**.239**	.25	.30	**.275**
47–Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.50–25.00	15.00–22.00	15.00–18.00	22.00	10.00–13.00	22.00	20.00–25.00	15.00–25.00	15.00–25.00	**18.77**	25.00 30.00	18.00–20.00	**23.25**
48–Rent, house, 6-roomed, no san. conveniences, per mo.....	10.00	10.00	12.00–17.00	8.00–12.00	10.00–12.00	16.00	7.00–10.00	14.00	13.00–15.00	10.00–15.00	10.00–15.00	**13.36**	17.50 20.00	12.00–15.00	**16.13**

*a*Lignite. *c*Calculated from price per 100 lbs.

CANADA, AT THE MIDDLE OF APRIL, 1918.—Concluded

Saskatchewan				Alberta					British Columbia										
Regina	Prince Albert	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westmins'r	Vancouver	Victoria	Nanaimo	Average	Average (*all cities*)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
35	35	32	**34**	35	30	35	35	**33.8**	38	40	40	40	35	35	35	**37.6**	**33.9**	1
25	30	30	**28.3**	30	28	32	30	**30**	32	35	35	35	30–32	32	32	**33.1**	**30.8**	2
27	30	30	**29**	27	28–32	34	28	**29.8**	28	32	34	25–30	32	28	35	**30.9**	**28.3**	3
22	30	25	**25.7**	25	20–22	25	25	**24**	22–26	25	30	25	22–25	25	25	**25.4**	**24.1**	4
25	28	30	**27.7**	30	25–30	.....	35	**30.8**	28	28	30	35	28–32	28	30	**29.9**	**26.3**	5
38	35	30	**34.3**	38	35–38	45	35	**38.6**	40	38	38	35	35	40	45	**38.7**	**33.2**	6
38	25	30	**31**	40	35	40	35	**37.5**	35–38	40	40	38	32–35	35	35	**37**	**35.7**	7
38	30	32	**33.3**	40	42	42	35–40	**40.4**	38	45–50	45–50	35–45	40–50	38	42	**42.6**	**37.9**	8
.....	27	25	**26**	30	34	35	.....	**33**	35	38	35	35	.....	38	.....	**36.2**	**33.6**	9
60	45	50	**51.7**	45	45–55	45	45	**46.3**	47	52	60	50	50	45	50	**50.6**	**48.1**	10
27	15–25	20	**22.3**	10	25	10–25	25	**19.4**	25	10–28	10–25	25	22	13–15	15	**19.6**	**18.2**	11
100	.....	75	**87.5**	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	**60**	**62.1**	12
35–40	30	35	**34.2**	15	25–35	40	.....	**28.3**	25	30	20–35	35	25	24	30	**28.1**	**30.6**	13
35	35	35	**35**	30	28	35	35	**32**	35	38	38	35	28	34	31	**34.1**	**34.7**	14
35	45	35	**38.3**	35	45	45	40	**41.3**	65	45	45	50	55	50	50	**51.4**	**46**	15
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	40	.....	.....	**40**	**43.8**	16
14	12.5	14.3	**13.6**	14.3	12.5	12.5	12	**12.8**	14.3	12.5	15	12.5	12.5	14.3	12.5	**13.4**	**12**	17
45	*a*45	45	**45**	*a*50	45–50	50	*a*55	**50.6**	.....	55	.....	60	40	55	45	**51**	**49.2**	18
55	50	50	**51.7**	60	60	55	60	**58.8**	55–60	60	60	65	58	65	60	**60.8**	**54.8**	19
35	35	35	**35**	25	30	30	35	**30**	30–35	.....	.....	35	35	35	32	**33.9**	**33.2**	20
.....	.....	.....	.....	25	.....	30	35	**30**	.....	35	30	.....	32	29	32	**31.6**	**31.1**	21
8.3	7.3	10	**8.5**	7	8	8	8	**7.8**	9.9	8.9	8.9	8.9	8.9	8.9	10	**9.2**	**7.8**	22
6.3	6.5	6.5	**6.4**	6.3	6	6.3	6.3	**6.2**	6.5	6.7	6.5	6.3	6.7	6.3	6.1	**6.4**	**6.7**	23
8.6	7	7.5	**7.7**	8	7.5	8	9–10	**8.3**	6.9	8.5	8	8	9	8	8	**8.1**	**8**	24
12.5	10	10	**10.8**	10	10	10	12.5	**10.6**	10	10	11	11	10	10	12.5	**10.6**	**10.7**	25
17.5	10	.....	**13.8**	.....	12.5	12.5	.....	**12.5**	.....	.....	.....	.....	.....	10	.....	**10**	**13.1**	26
20	20	20	**20**	15	17.5	17.5	17.5	**16.9**	17.5	15	16	17.5	18	17	15	**16.6**	**18.6**	27
25	25	25	**25**	25	23	25	27.5	**25.1**	20	25	19	20	25	20	20	**21.3**	**25**	28
20–25	20	20	**20.8**	20	20	20	20	**20**	20	20	16	17.5	20	20	20	**19.1**	**19.9**	29
25–30	20	20	**22.5**	25	23	25	25	**24.5**	22.5	25	21	25	28	23	20	**23.5**	**23.6**	30
20	15	15	**16.7**	15	12½.16	16.7	20	**16.5**	12.5	15	15	17.5	15	12.5	15	**14.6**	**16.9**	31
15	15	15	**15**	20	30	30	30	**27.5**	30	.....	21	20	25	15	20	**21.8**	**22.1**	32
17.5	20	15	**17.5**	17.5	17.5	17	20	**18**	15	20	17	17.5	16	15	15	**16.5**	**17.6**	33
11.5	12.5	12.5	**12.2**	10.8	12.5	10	11.5	**11.2**	11.1	12.5	11	10	11.1	11.1	11.1	**11.1**	**10.6**	34
12.5	12.5	10	**11.7**	12.5	12.5	9.1	12	**11.5**	10	11.1	9.1	9.1	10	11.1	10.5	**10.1**	**10**	35
50–60	55	60	**56.7**	30	45–50	50–55	50–55	**45.6**	40	45	45	50	40	45	50	**45**	**51.1**	36
50–60	55	50	**33.3**	40	.....	40–45	55	**45.8**	40	50	40	50	40	45	50	**46**	**48.5**	37
45–50	45	45	**45.8**	40	35–50	35–40	40–45	**40.6**	37.5	40	40	40	35	40	40	**38.9**	**40.9**	38
$2.48	$1.50	$2.50	**$2.16**	$2.50	$1.50	$1.80	*c*$2.70	***c*$2.13**	*c*$2.02	*c*$2.02	*c*$1.49	*c*$1.50	*c*$1.50	*c*$1.35	$1.80	**$1.67**	**$1.93**	39
.15	.15	.15	**.15**	.20	.20	.15	.20	**.188**	.30	.25	.22	.15	.25	.15	.20	**.217**	**.138**	40
.15	.15	.15	**.15**	.125	.125–.15	.15	.18	**.148**	.15	.15	.16	.125	.125	.14	.15	**.143**	**.138**	41
.....	15.00	14.75	**14.88**	.....	.....	5.75–7.50	.....	**6.63**	.....	.....	.....	.....	.....	.....	.....	.....	**11.48**	42
9.75	*e*7.00–11.00	9.00	**9.25**	.....	*e*4.75–5.00	5.75–7.50	6.00	**5.84**	3.25–5.65	9.75	9.50	9.30	8.80	8.00–8.80	5.75–6.00	**8.01**	**9.25**	43
*g*10.00	*g*7.00	.....	**8.50**	*d*	*g*4.00	*g*5.50	*g*7.00	**5.50**	.....	*g*7.50	*g*7.50	.....	.....	.....	.....	**7.50**	**10.74**	44
9.00	6.00	10.00	**8.33**	*d*	4.00	5.25	*f*9.75	**6.33**	9.00	7.50	7.50	7.00	4.50–*f*5.63	6.00	.....	**7.01**	**7.99**	45
.30	.30	.35	**.317**	.35	.30	.35	.35	**.338**	.40	.50	.40	.30	.30	.35	.30	**.364**	**.268**	46
30.00	15.00	25.00	**23.33**	22.50	22.00	25.00–35.00	18.00–20.00	**23.38**	20.00	15.00	30.00	15.00–18.00	23.00	12.00–16.00	15.00–20.00	**19.43**	**18.23**	47
10.00–15.00	10.00	15.00	**12.50**	15.00	12.00	15.00–25.00	10.00	**14.25**	18.00	10.00	20.00	10.00–12.00	20.00	.....	12.00–15.00	**15.42**	**12.93**	48

*h*Including $1.00 for delivery.

Wholesale Prices.

GRAINS AND FODDERS.—All grains declined except rye and wheat. Barley was down from $1.70 per bushel to $1.50 at Winnipeg and from $1.72 to $1.52 at Toronto. Oats fell from 94c to 86c at Winnipeg and from 94c to 91c at Toronto. Corn was down to $3.00 per bushel. Flax seed fell from $3.84 to $3.78 per bushel. The price of peas was unchanged at $3.60-3.70 per bushel, the low level reached at the end of March. Rye advanced from $2.50 per bushel to $2.65. Prices of wheat were unchanged at the levels fixed in 1917. Hay, straw, bran and shorts were almost unchanged.

ANIMALS AND MEATS.—At Winnipeg, best butchers' cattle rose from $11.50 per hundred to $14.00, and at Toronto from $12.75 to $15.00. Dressed beef advanced from $22.00 to $27.00 for hindquarters and from $18.00 to $19.00 for forequarters. Hogs at Toronto advanced to $20.25 per hundred f.o.b. shipping points, but eased off each week, and at the end of the month were down to $19.25. Dressed hogs rose to $25.00-27.00 per hundred, but fell 50c toward the end of the month. Breakfast bacon rose from 40-41c per pound at Montreal to 40-42c. Ham also advanced from 33-34c per pound to 34-35c. Lard advanced from 30-31c per pound to 31-32c. Sheep rose from $14.50 per hundred to $16.00. Mutton rose from $22.00 to $25.00 per hundred. Dressed lamb advanced from $28.00-30.00 to $30.00-32.00. Fowl rose from 26-29c per pound to 30-34c.

DAIRY PRODUCTS. — Butter, finest creamery, at Montreal, rose from 48½c-49c to 52-52½c, but during the last two weeks fell to 45½-46c. Creamery solids at Toronto fell from 49-50c to 48-49c. Dairy butter rose from 38-42c to 38-43c. Cheese was steady at the prices fixed in the spring of 1917, but it was reported that a higher figure might be set for the ensuing season. Fresh eggs fell from 47c to 42c in Montreal, but later advanced 3c.

FISH.—Fresh halibut rose from 17c to 18c per pound on the Atlantic coast. At Toronto, lake trout was easier at 14-16c. The catch of the Lunenburg fishing fleet for the spring fishing trip was reported to average over 550 quintals per vessel and was expected to sell at $11.50 to $12.00 per quintal. The proportion of cod was estimated at 75 per cent, whereas last year nearly 75 per cent of the catch was haddock. The markets in the West Indies were reported to be very favourable owing to the large production and higher prices of sugar. In salt fish supplies were reported to be unobtainable. The lobster catch was reported to be curtailed by backward weather during April.

FRUITS AND VEGETABLES.—Bananas advanced again, reaching $4.50 per bunch. Lemons were lower at $5.50-6.00 per box. Evaporated apples declined 3c per pound to 20-21c. Currants advanced to 30-35c. Potatoes were down to $1.70-1.75 per bag at Toronto and to $1.50 at Montreal. Turnips were down to 50-55c per bag, and onions were down to $1.25 per bag. Canned vegetables were up, corn reaching $2.75 per dozen, peas $2.25, while tomatoes were steady at $2.75.

MISCELLANEOUS GROCERIES. — Rolled oats was slightly higher at $5.85-6.10. Sugar rose to $8.62-9.02 at Toronto for granulated and to $8.22-8.62 for yellow.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR APRIL, 1918, MARCH, 1918, AND APRIL, 1917, 1916, 1915, 1914 AND 1913

(Average price 1890–1899—100.)

	Number of commodities	INDEX NUMBERS						
		*April 1918	*Mar. 1918	*April 1917	April 1916	April 1915	April 1914	April 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	438.9	443.4	331.4	182.9	216.9	143.8	136.6
Grains, Western	4	363.0	383.0	289.0	165.4	203.8	124.6	121.9
Fodder	5	216.5	215.3	199.7	179.1	188.6	163.9	144.8
All	15	344.5	353.4	275.9	177.0	204.0	145.4	136.0
II.—ANIMALS AND MEATS—								
Cattle and beef	6	341.9	325.5	284.6	213.5	202.8	219.3	188.3
Hogs and hog products	6	364.7	358.1	285.8	204.7	162.1	172.6	184.6
Sheep and mutton	3	329.2	321.4	252.5	217.7	179.8	172.6	172.3
Poultry	2	409.9	382.2	305.7	272.8	211.4	221.8	179.3
All	17	355.7	342.5	283.0	218.1	185.4	194.8	183.1
III.—DAIRY PRODUCTS	9	241.7	245.9	216.0	170.1	160.7	148.6	150.9
IV.—								
Prepared fish	6	241.6	241.6	199.9	151.8	144.6	155.6	160.5
Fresh fish	3	228.6	225.8	254.3	200.9	145.9	161.0	155.2
All	9	237.3	236.3	218.0	171.4	145.2	157.4	158.4
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	1	193.0	193.0	257.4	183.8	128.7	193.0	96.5
Fresh fruits, foreign	3	178.7	180.8	119.7	105.0	83.4	88.6	108.0
Dried fruits	4	275.6	272.0	192.3	150.9	121.9	121.7	113.2
Fresh vegetables	5	299.7	300.5	566.1	271.5	132.8	190.0	122.9
Canned vegetables	3	258.3	252.9	187.3	105.5	101.2	97.7	125.2
All	16	256.6	255.3	298.6	173.5	114.7	136.8	116.5
(b) Miscellaneous groceries—								
Breadstuffs	10	261.2	261.2	223.6	147.5	164.9	125.4	126.3
Tea, coffee, etc	4	151.6	151.6	145.9	125.4	113.3	107.7	118.2
Sugar, etc	6	250.5	250.0	197.6	162.9	146.8	101.2	115.4
Condiments	5	227.9	225.1	160.8	145.6	120.3	104.6	98.0
All	25	234.4	233.8	192.3	147.3	143.9	112.6	116.7
VI.—TEXTILES—								
Woollens	5	395.6	388.5	261.2	212.7	170.2	138.0	125.2
Cottons	4	290.3	300.5	201.2	151.6	125.6	146.1	143.4
Silks	3	134.1	133.4	115.0	111.2	79.7	93.2	86.7
Jutes	2	609.5	609.5	431.6	320.2	226.6	225.4	213.0
Flax products	4	391.1	388.4	286.9	205.5	168.7	114.7	120.4
Oilcoths	2	193.7	177.7	147.1	132.5	103.5	104.6	104.7
All	20	335.6	333.6	238.0	186.1	145.5	133.6	128.8
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow	4	257.4	263.6	291.9	248.5	202.7	206.4	177.3
Leather	4	263.3	263.3	191.3	187.1	172.2	151.4	152.7
Boots and shoes	3	230.9	230.9	221.1	180.6	158.3	155.7	153.9
All	11	252.3	254.6	254.2	207.6	179.5	172.6	161.9
VIII.—METAL AND IMPLEMENTS—								
Iron and steel	11	276.4	279.8	223.3	144.0	103.9	102.7	106.1
Other metals	12	255.2	261.6	274.9	283.2	173.8	124.9	133.2
Implements	10	220.9	221.6	165.2	134.8	140.6	106.6	105.6
All	33	251.9	255.5	224.7	191.8	131.4	112.3	116.3
IX.—FUEL AND LIGHTING—								
Fuel	6	238.5	236.7	214.7	148.3	119.4	127.7	137.6
Lighting	4	122.4	120.2	105.8	88.5	90.0	92.7	92.2
All	10	192.0	190.7	171.1	124.4	107.6	113.7	119.4
X.—BUILDING MATERIALS—								
Lumber	14	268.3	251.8	198.8	182.4	176.7	182.4	178.8
Miscellaneous materials	20	222.0	216.9	146.7	152.5	111.2	113.3	111.8
Paints, oils and glass	14	297.9	297.4	252.4	198.9	150.4	140.8	146.9
All	48	257.6	250.6	213.6	174.8	141.7	141.5	141.6
XI.—HOUSE FURNISHINGS—								
Furniture	6	207.3	207.3	177.5	143.6	146.7	147.1	146.6
Crockery and glassware	4	279.8	279.8	209.0	183.8	155.1	133.9	130.9
Table cutlery	2	150.7	150.7	132.2	126.6	80.3	72.4	72.4
Kitchen furnishings	4	251.4	239.7	176.6	132.4	125.5	124.6	117.8
All	16	229.4	226.4	179.5	148.7	135.2	128.8	126.2
XII.—DRUGS AND CHEMICALS	16	275.9	290.5	248.7	260.9	159.2	111.6	112.7
XIII.—MISCELLANEOUS—								
Raw furs	4	535.4	535.4	412.4	295.7	133.8	241.3	346.5
Liquors and tobaccos	6	209.0	214.7	167.2	143.5	135.8	138.4	134.5
Sundries	7	217.1	217.2	161.3	139.9	113.8	108.4	113.4
All	17	289.1	291.2	222.3	177.5	126.3	150.3	175.7
All commodities	262†	269.4	269.2	228.7	181.0	146.4	136.7	136.3

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

Maple sugar was a little easier at 20-21c per pound. Pepper rose to 38-42c per pound.

TEXTILES.—A line of beaver cloth advanced to $4.00 per yard. Raw cotton was lower at 30½c per pound. Japan silk advanced to $6.00 per pound. Oilcloths advanced about 10 per cent.

HIDES, LEATHERS, BOOTS AND SHOES.—No. 1 beef hides declined to 10½c per pound. Some lines of leather and boots in which supplies were good showed slight declines.

METALS AND IMPLEMENTS.—Iron black sheets were easier, also boiler plates. Wrought iron scrap advanced $1.00 per ton to $29.50. Antimony, copper, lead, spelter and solder were lower, while quicksilver and silver were higher. Coil chain was easier.

FUEL AND LIGHTING.—Gasoline rose to 33c per gallon and coal oil rose 1c to 17½c per gallon.

BUILDING MATERIALS. — In lumber there were steep advances in pine, some lines being up $3.00 per thousand. Hemlock rose to $25.00-27.00. Fire brick, plaster of Paris, coal tar, sash cord and wire fencing were higher. Linseed oil and turpentine were slightly easier, but benzine advanced.

HOUSE FURNISHINGS.—Wooden furniture was rising owing to the cost of materials and labour. Pails and tubs advanced nearly 10 per cent.

DRUGS AND CHEMICALS.—Opium fell from $40.00 per pound to $30.00.

MISCELLANEOUS. — Malt declined to $2.05 per bushel. Pulp ground wood declined to $29.00-30.00 per ton. Sulphite pulp, however, was higher at $75.00-80.00 per ton.

Prices in Other Countries

In the United Kingdom the cost of food as shown in the *Labour Gazette*, for April 1, 1918, was 206 per cent higher than in July, 1914, but it was estimated that expenditure on food had increased on the average only 44 per cent owing to the use of substitutes, etc. For the month there was a slight increase in imported meat and decrease in tea, while there was a seasonal decrease in eggs. In wholesale prices the index number of the *Economist* for the end of March was higher than a month before due chiefly to a rise in cotton.

In Portugal, the Ministry of Labour reported that the index number of the cost of necessaries consumed by workingmen's families in Lisbon was 200 for October, 1917, as compared with 189 in September, and 172 in July, the cost in 1913 being 100.

In Denmark, the Statistical Department reported the cost of maintaining a family in February, 1918, to be 66.1 per cent higher than in July, 1914, food being up 72.8 per cent and other items 60.1 per cent. As compared with February, 1917, the rise was 9.3 per cent in food and 18.3 in other items.

In the United States, foods were upward for April, but there were declines in some lines owing to the spring season. In materials, however, advances occurred in textiles, building materials, and miscellaneous products. Provisions, breadstuffs, leather and metals were down.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia† 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria*b* 18 foods Vienna	Germany*b* 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910...	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	82
1916...	8.79	.....	1506	1268	.....	.....	.....	167	.....	.....	100
1914											
Jan....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	91
April...	7.50	.....	1162	.....	.....	.....	96.2	113*c*	111	.....	85
July ..	7.42	100	1164	1070	100	100	94.3	.....	113	100	90
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	121*c*	115	103	93
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	91
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	87
July...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	88
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	90
1916											
Jan....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	94
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	96
July...	8.45	161	1516	1276	.....	217.6	124.6	170	199*d*	142*	97
Oct....	9.30	168	1454	1289	.....	209.4	124.2	179	206*d*	152*	106
1917											
Jan....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	112
April...	10.77	194	1473	1357	.....	.....	154.6	192	240*d*	175	127
May...	11.82	198	1473	1367	288.3	.....	157.7	203	257*d*	175	133
June ..	11.89	202	1473	1365	311.6	.....	162.1	208	.....	175	131
July...	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	128
Aug ...	11.68	202	1502	1363	273.2	.....	168.2	.....	295*d*	181	130
Sept....	11.65	206	1506	1376	.....	.....	177.0	.....	.....	187	134
Oct....	11.81	202	.....	1392	.....	.....	.....	.....	.....	192	138
Nov....	12.10	206	.....	1396	.....	.....	.....	.....	309*d*	.....	136
Dec....	12.24	205	.....	1417	.....	.....	.....	.....	314*d*	212	139
1918											
Jan. ..	12.42	206	.....	1427	.....	.....	.....	.....	.....	221	141
Feb....	12.54	208	.....	.....	.....	.....	.....	.....	.....	.....	141
March.	12.65	207	.....	.....	.....	.....	.....	.....	.....	.....	.....
Apr....	12.57	206	.....	.....	.....	.....	.....	.....	.....	.....	.....

a. January-March, 1914. *b*. British Labour Gazette. *c*. January-July, 113; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

Number of Commodities.	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales.	Commonwealth	
	172	44	45	294	25*b*	96	200	22*b*		92	92
1890..	110.3	102.2	72	66	109.252	.....	91.56*a*	43.4	.....	.....	1053
1895..	95.6	87.6	62	57	94.604	6.4346	81.51	42.0	.....	.....	760
1900..	108.2	110.5	75	65	99.388	7.8889	91.41	44.2	1000*c*	.....	894
1905..	113.8	103.2	72	69	110.652	8.0987	98.31	.....	.....	.....	910
1910..	124.2	113.2	78	81	137.172	8.9881	119.17	59.3	1205	.....	1003
1916..	182.0	196.3	137	100	175.720	11.8236	148.80	74.9	1873	.....	1504
1914											
Jan...	136.5	119.0	83.5	81	142.452	8.8857	124.528	58.2	1337	.....	1085
April..	136.7	117.5	82.3	80	141.120	8.7562	119.791	57.7	1389	.....	1118
July...	134.6	116.6	82.4	80	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	80	150.245	9.2416	123.351	62.9	1303	.....	1229
1915											
Jan...	138.9	136.5	96.4	80	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	81	154.94	9.7753	125.090	67.8	1487	1362	1660*
July..	150.2	149.1	106.4	82	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	82	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan...	172.0	174.5	123.6	89	150.20	10.9613	137.666	65.6	1677	1300	1502*
April..	179.1	190.5	134.2	94	164.61	11.7550	145.690	71.3	1878	1297	1493*
July..	178.8	191.1	130.5	97	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct...	187.2	208.7	141.5	108	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan...	208.1	225.1	159.3	122	208.88	13.7277	169.562	87.4	2049	1330	1525*
April..	228.7	244.5	173.0	139	262.50	14.5769	190.012	109.2	2049	1361	1587*
May..	240.0	246.0	175.0	147	288.16	15.1203	208.435	118.5	2089	1371	.....
June..	242.7	256.6	181.2	150	276.53	15.4680	211.585	114.2	2078	1441	.....
July..	242.6	254.4	176.0	151	265.20	16.0680	211.950	116.4	2083	1483	.....
Aug..	245.0	257.1	175.7	151	267.59	16.3985	218.779	117.9	2128	1517	.....
Sept...	243.2	256.1	176.4	149	276.80	16.6441	215.010	119.4	.....	1519	.....
Oct....	242.6	259.1	180.6	.....	280.205	16.9117	219.679	120.1	.....	.....	.....
Nov...	247.3	262.2	182.9	.....	276.804	17.0710	220.750	119.9	.....	.....	.....
Dec...	253.5	265.7	185.1	.....	279.248	17.5966	220.172	121.4	.....	.....	.....
1918											
Jan...	258.1	262.9	186.2	.....	278.696	17.9636	222.175	118.9	.....	.....	.....
Feb ..	263.5	264.4	187.3	.....	286.844	18.0776	227.020	121.9	.....	.....	.....
March	269.2	266.6	188.0	.....	286.430	18.0732	227.977	126.1	.....	.....	.....
April.	269.4	.....	.....	.....	291.404	18.4656	230.313	130.5	.....	.....	.....

a July of each year. *b*. Foods. *c*. 1901-1000—. *Quarter beginning that month.

FAIR WAGES CONTRACTS, APRIL, 1918

DURING April the Department of Labour received for insertion in the *Labour Gazette* information relative to two fair wage contracts, one of which was awarded by the Department of Railways and Canals. One contract contained the usual fair wage clause while the other contained a fair wage schedule.

DEPARTMENT OF RAILWAYS AND CANALS.—Reconstruction and rebuilding of a portion of the breakwater wharf, known as the "Ballast Wharf", St. John, N.B., on the line of the Canadian Government Railways. Name of contractors, James E. Kane & Walter T. Ring, St. John. Date of contract, April 8, 1918. Amount of contract schedule rates.

The usual fair wage clause was inserted in the above contract.

DEPARTMENT OF PUBLIC WORKS.—Construction of two barracks for accommodation of two battalions of Infantry, Common, Halifax, N.S. Name of contractors, Bate, McMahon and Company, Ottawa. Date of contract, March 27, 1918. Amount of contract $249,524.00.

SCHEDULE No. 2.

Wages Rates at Halifax, approved by the Reconstruction Committee.

Trade or class of Labour	Rate of wages
Carpenters	40c per hour.
Glaziers	45c " "
Plumbers	45c " "
Stone Masons	50c " "
Bricklayers	50c " "
Labourers	30c " "
Single teams	40c " "
Double teams	65c " "

THE EMPLOYMENT OFFICES CO-ORDINATION ACT

THE Employment Offices Co-ordination Bill, which the Minister of Labour introduced into the House of Commons April 17th, 1918, has passed both Houses of Parliament. The legislation imposes on the Department of Labour the duty of formulating a national employment policy and of standardizing the work of the provincial employment systems in line with that policy through the subsidies provided in the Act. Since the beginning of the war the Department has given much attention to the problems of unemployment and the more efficient distribution of labour and the new legislation is one of the results of the Department's attention to these subjects. The measure does not propose any Dominion interference with the administration of the provincial employment offices. It is recognized that the administration at Ottawa cannot be as well acquainted with the labour market conditions in British Columbia, for example, as the provincial officials, and complete provincial autonomy in the work of organizing the labour market within the province is maintained. On the other hand, the exchange of labour between widely separated provinces cannot be carried on by purely provincial machinery and the object of the bill is to secure the co-ordination necessary to enable the provincial systems to function as parts of a national organization. It is hoped those provinces which as yet have no employment offices will be encouraged to enter the field and that the others will be stimulated to develop their systems rapidly.

The following indicates briefly the steps taken in the different provinces to establish employment offices:

MARITIME PROVINCES.—No public employment offices have been established in

the province of Nova Scotia, New Brunswick and Prince Edward Island.

QUEBEC.—In 1910 the province of Quebec passed an Act which provided for the establishment of provincial employment offices, and under this Act offices are now in operation at Montreal, Quebec and Sherbrooke.

ONTARIO.—Following the report of the Ontario Unemployment Commission, the province of Ontario established, in 1916, a Trades and Labour Branch, and one of its duties is—"to establish and maintain in the various centres of population throughout Ontario employment bureaus and similar agencies for obtaining suitable employment for working men." Offices are now in operation in Toronto, Ottawa, Hamilton, London, Brantford, St. Thomas, Port Arthur and Fort William, and other points.

MANITOBA.—While as yet there are no provincial employment offices in Manitoba, the Government at the session of the Legislature just passed, established a Government employment bureau. The bureau is required "to establish and maintain one or more employment bureaus in the city of Winnipeg and at such other places within the province as may be designated by the Lieutenant-Governor in Council.

SASKATCHEWAN.—The Bureau of Labour of the province of Saskatchewan operates an employment bureau in the cities of Saskatoon, Regina, Moose Jaw and Swift Current, and the head office of the Bureau at Regina has been active in securing farm help, especially during the harvest season.

ALBERTA.—While the province of Alberta has no legislation specifically authorizing provincial employment offices, the Department of Agriculture is at present organizing to meet the farm labour situation and has opened employment offices at Edmonton, Calgary, Lethbridge, Medicine Hat and Red Deer.

BRITISH COLUMBIA.—The only public employment offices now in operation in British Columbia are the municipal offices of the cities of Vancouver, Victoria and New Westminster. However, the new provincial department of labour, established in 1917, is required "to establish and maintain in the various centres of population throughout British Columbia employment bureaus and similar agencies for obtaining suitable employment for working men."

Replying to a question in the British Columbia House, April 8, 1918, as to whether the provincial government had established employment offices in the province, the Minister of Labour said: "Preparations are being made to establish a free employment bureau at Vancouver with the intention of extending the system to other centres of population as necessity requires. In the meantime the Department of Labour is doing what is possible to meet the demand for farm help, and has mailed circulars to the farmers and fruit growers of the province, informing them that all applications for help addressed to the Department will receive prompt attention. Arrangements have been made with the Young Women's Christian Association to register and distribute female help for fruit picking, packing and canning, and with the free municipal employment bureaus of Vancouver and Victoria to handle all requests for male help.. Many applications are now being received and orders filled through these sources."

The text of the Employment Offices Co-ordination Act follows:

An Act to Aid and Encourage the Organization and Co-ordination of Employment Offices.

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:

1. This Act may be cited as *The Employment Offices Co-ordination Act.*

2. In this Act and in any regulation made thereunder, unless the context otherwise requires,—

(a) "Minister" means the Minister of Labour;

(b) "employment office" means an employment office operated by any provincial government;

(c) "employer" includes a person seeking employees;

(d) "employee" includes a person seeking employment.

3. The Minister is authorized and empowered,—

(a) to aid and encourage the organization and co-ordination of employment offices and to promote uniformity of methods among them;

(b) to establish one or more clearing houses for the interchange of information between employment offices concerning the transfer of labour and other matters;

(c) to compile and distribute information received from employment offices and from other sources, regarding prevailing conditions of employment.

4. For the purposes of such organization and co-ordination, and subject to the conditions set forth in section seven, the following sums shall be appropriated and paid out of the Consolidated Revenue Fund of Canada during each fiscal year beginning with the fiscal year beginning the first day of April, one thousand nine hundred and eighteen, namely:

During the fiscal year beginning the first day of April, one thousand nine hundred and eighteen, the sum of fifty thousand dollars;

During the fiscal year beginning the first day of April, one thousand nine hundred and nineteen, the sum of one hundred thousand dollars;

During each succeeding fiscal year the sum of one hundred and fifty thousand dollars.

5. The moneys appropriated for each year shall be allotted and paid to the governments of the respective provinces in the proportion which their expenditure for the maintenance of employment offices bears to the total of the expenditures of all the provinces for such purposes, but in no case shall the allotment to any province exceed one half the amount expended for the maintenance of employment offices by such province.

6. The payments hereinbefore authorized shall, as to each province, be conditional upon agreement between the Minister and the government of the province as to the terms, conditions and purposes within the meaning of this Act upon and for which the payments are to be made and applied, and upon such agreement being approved by the Governor in Council.

7. In any agreement so made the following conditions respecting the operation of employment offices may be stated:

(a) That the offices shall endeavour to fill situations in all trades and for both male and female employees;

(b) That the offices shall make such returns and submit to such inspection as the Minister may require.

8. Such officers shall be appointed as are required for carrying out the provisions of this Act, and for such inspection, examination and report as are necessary to ensure the expenditure of the moneys paid in accordance with the intention of this Act and the agreements and regulations made under its authority. Such appointments shall be made under the provisions of the laws relating to the civil service, and the salaries and expenses of such officers shall be paid out of the moneys appropriated by Parliament for that purpose.

9. The Minister shall annually lay before Parliament during the first ten days of the session, a report of all proceedings under this Act for the last preceding fiscal year, which report shall contain a statement of the moneys expended, the purposes to which they have been applied, and the work done by the several provinces in the earning of the subsidies paid or authorized to be paid.

10. The Minister may make any regulations not inconsistent with this Act which he may deem necessary or convenient for carrying this Act into effect, subject to the approval of the Governor in Council.

EMPLOYMENT EXCHANGES IN GREAT BRITAIN IN 1917

THE information given below with regard to the work of employment exchanges in Great Britain in 1917 is derived from a recent issue of the British Labour Gazette.[1]

The most important development of the Employment Exchanges during 1917 was the establishment of local advisory committees, consisting of an equal number of representatives of employers and employees, nominated, as a rule, by their respective associations in the various localities, together with a few additional members nominated by the Ministry of Labour. It is proposed to form 250 of these committees, and nearly all of them have already been organized. The functions of the committees include the consideration of any matters arising in connection with the working of the Employment Exchanges, and it is hoped by this means to bring the ex-

(1) The Labour Gazette, February, 1918, page 53.

changes into the closest touch with employers and workpeople. An important part of their work will be in connection with the provision of substitutes to replace men needed for the army, and of employment for men discharged from the army or navy, and special problems in connection with the employment of women. Ultimately these committees will form an essential part of the national machinery for the resettlement of labour on demobilization.

The activities of the Employment Exchanges during 1917 fell little short of the previous year, which was the highest on record in the number of registrations, the number of vacancies notified, and vacancies filled. The number of registrations during 1917 was 3,575,380, relating to 2,837,650 individuals, while the number of vacancies notified was 1,999,442, of which 1,555,223 were filled by 1,375,198 separate individuals. Compared with these figures there were in 1916 3,658,689 registrations representing 2,843,784 individuals, and 2,049.018 vacancies notified, of which 1,557,235 were filled by 1,351,406 individuals. The influence of the war is shown in the proportion of registrations of men and women. In 1914, 64 per cent of the individuals registered were men and 22 per cent were women, while in 1917 the proportions were 33 per cent men and 52 per cent women. The number of Exchanges was increased from 378 to 388.

The following are some of the special schemes for obtaining and placing labour which are being worked out by the Employment Exchanges. For the purpose of securing and maintaining an adequate supply of labour for work of national importance or for releasing fit men for the army, the Exchanges co-operate with the Ministry of Munitions or the Ministry of National Service through the schemes of the War Munition Volunteers, War Work Volunteers, Army Reserve Munitions Workers, Registered Substitutes, and the Substitution Scheme generally. Since April, 1915, the Exchanges have been furnished by arrangement with particulars of men discharged from the Forces, with a view to assisting them in finding employment. Down to December 31, 1917, over 80,000 sailors and soldiers had been placed in their first employment since discharge, and further arrangements are being made to admit of a great extension of this branch of work. A large number of men from the Dominions and the Colonies have been recruited by the Employment Exchanges for munitions work in the United Kingdom, and alien labour was imported, subject to the proviso that aliens should not be introduced where British labour was available, and should not be paid wages inferior to or in excess of those normally paid to British workmen. Over 18,000 women were enrolled during 1917 in the Women's Army Auxiliary Corps, and over 15,000 women were placed in agriculture as ordinary Exchange applicants, while more than 6,000 women were recruited under the National Service Scheme for placing women on the land. This Scheme has been extended to include hay balers for the Forage Committee of the War Office, and women for timber work under the Timber Supply Department. In addition, the Exchanges have supplied about 4,000 women to the Army and Navy Canteen Board as manageresses and workers, and supplied over 167,000 women to the ammunition, explosives and chemical trades alone.

REPORTS ON TECHNICAL EDUCATION AND INDUSTRIAL TRAINING IN THE UNITED KINGDOM

THE departmental committees appointed by the British Government to inquire into the position of certain branches of industry have recently submitted their reports, and a summary of these reports, published in the Board of Trade Journal for January 10, 1918, is given below. The committees comprised one for the iron and steel trades, one for the engineering trades, one for the shipbuilding and marine engineering trades and one for the textile trades. The reports suggest many important changes.

"The general problem of education and technical training is now particularly before the House of Commons and the country in the Education Bill introduced by the President of the Board of Education. The reports of the departmental committees appointed by the Board of Trade to enquire into the position of certain branches of industry contain a number of important suggestions on the subject. There is in the reports evidence of a widespread feeling that, in spite of the progress which has been made in respect of technical education and industrial training, the general position is still far from satisfactory. Thus in the iron and steel trades the evidence submitted by groups of witnesses and tested by cross-examination tended to show a growing feeling of dissatisfaction with the lack of systematized technical training upon a scale commensurate with the needs of these two trades. In the engineering trades, also, the committee declare, "there is no doubt that this country has much leeway to make up on the side of higher technical education and scientific research." In the shipbuilding and marine engineering trades, the committee report that: "Boys who leave school at 14 have received only a superficial education, and many, before the age of 16, have forgotten nearly all they learned. It is unfortunately true that at the latter age many lads are incapable of writing an intelligible letter in a reasonably legible hand, or of making simple arithmetical calculations. Teachers engaged in the evening science classes complain that much of their time is taken up by a course of elementary education so as to enable lads to benefit by the technical training provided."

Neither is the position considered more satisfactory in the textile trades, where the committee elicited from the evidence of employers that boys coming to them from elementary schools are not so well grounded in the rudiments as used to be the case some years ago. On the other hand, this committee have a criticism to offer on the employers, as it finds that there is "a very insufficient appreciation on the part of those engaged in the textile industries as to the value and importance of technical education in industrial life." The report adds:

"We do not find any widespread demand on the part of individual employers for highly specialized education. The lack of appreciation by textile firms of the value of adequately educated assistants has a two-fold result—it brings it about that the staffs of British firms often occupy a lower intellectual place than their foreign competitors, and it discourages the British youth from taking a course of higher education when that qualification brings no advancement nor substantial reward in his industrial career."

Raising the School Age

The first essential in any scheme for future education in this country is laid down by the committee. The recommendation is by no means new; it is merely that the school age should be raised to the age of 16 (in the case of the engineering trades report, to 15).

This will inevitably interfere with the present social and industrial order, but the committees believe that the change can better be borne now than in normal times by both the heads of working-class families and by employers. That is, a balance must be found in the first year of the change, between the claim of education and the pressure of the economic situation. The committee of the iron and steel trades declare that it is possible to draw a broad distinction between higher technical or scientific education and the instruction, identical in kind yet differing in degree, which appertains to the industrial training of workmen. Technical education means the combined training of the mind and body in a special direction. The habits of mental discipline, which is the purpose of early education to form, are gradually focussed upon a particular range of knowledge, and it is important that there should be no break in the process.

The committee report broadly:

"The present system of technical education is rather a method of selection than a process of education, and for the greater part the existing system suffers from the defect of discontinuity. Between the age of 14, when a boy leaves the elementary school, and the age of 16, when he normally enters the works, there is a great gulf fixed. From an educational standpoint these two years are worse than useless since it may well be that discipline of the mind becomes seriously enfeebled if not temporarily destroyed."

The committee recommend that the limit of the school age should be raised from 14 to 16 years, and that during these two years instruction of a general scientific character should form the dominant portion of the curriculum, at first general and elementary, including chemistry, physics and mathematics, and then in the special direction dictated by the prevailing local industry. The problems of the economic disturbance and the financial loss to the family budget which this course will cause must be solved. Boys may only be partially withdrawn from work at the inception of the scheme, and "boys who are apprenticed under indenture in the trade will attend school until 16 years of age, and the employers should contribute a small apprenticeship wage of about 5s. per week."

Apprenticeship

The kind of apprenticeship which the iron and steel trades committee have in view is rather in the nature of a general agreement of service under a particular employer than an indenture as pupil to a particular specialized occupation. "Apprenticeship in the common acceptance of the term is fully applicable only to industries of which final product is the handiwork of a single craftsman, who can give individual instructions and supervision to one or more pupils or assistants." Industries of which the products are the results of labour co-operatively or collectively applied do not lend themselves to individual instruction of this simple kind, and to this latter class belong the bulk of the iron and steel industries, actual training in which for a specific occupation is scarcely possible, since each occupation is part of a definite scheme of collective labour, and only actual practice and daily contact with the other connected occupations can give the necessary training. The skill and craftsmanship of workmen in the British iron and steel industries are stated to compare very favourably with those of similar workmen in Germany and America, and the committee believe that in collective tasks experience is the best teacher. They recommend, therefore, that apprenticeship in the heavy iron and steel trades should take the form of a contract for 7 years, during the first two of which a lad should attend school. It is recommended that from 16 to 18 years attendance at technical classes for arranged hours by day should be a part of the ordinary routine of employment. This will serve as a means of linking together in a co-ordinated whole the existing system of elementary education with the

occupation which pupils will follow in later life. The committee believe that the system of pupil apprenticeship which obtains in many works should be brought into intimate connection with the scheme for technical education at a university. In addition, technical institutes should be built in convenient centres, and, in the opinion of Mr. John Hodge, M.P., promotion to a higher grade of workmanship should be made dependent upon the attendance and success at the classes, in order to provide an incentive to workmen to become efficient. Higher technical education of the university type must be available at these institutes to those who show aptitude for and are likely to derive benefit from further instruction, and there should be intimate co-operation between the technical universities, teaching centres, and workshops, pupils spending a portion of their training in each, equipping themselves for the practical and theoretical work.

The committee therefore recommend:

(1) That the limit of school age should be raised from 14 to 16 years.

(2) That a system of apprenticeship should be introduced into the iron and steel industries, in the nature of a general agreement of service under a particular employer, to begin at the age of 14; such apprenticeship to provide for the continuance of attendance at school until the age of 16, the employer paying during these two years a small apprenticeship wage. The term of apprenticeship in the heavy trades should be for seven years.

(3) That from the age of 16, when the boy enters the works, he should attend specially provided technical classes, until the age of 18.

(4) That the teachers in these technical classes should be selected with a view to their practical knowledge of works processes, that they should be duly recognized by the Board of Education, but that their selection for, and retention in, their posts should be made a matter for local committees consisting of manufacturers and workmen in the industries.

(5) That there should be intimate co-operation between the technical universities, the teaching centres, and those industries which they subserve, and that technical courses at the universities should provide for a period of practical training in an industrial centre, for which large employers should offer special facilities.

(6) That in each large individual centre there should be created a technical institute approximating to the university type.

Evening and Day Classes

The committee for the engineering trades observe that the value of education is not always appreciated. A few employers, recognizing that the majority of the boys are incapable of working or unwilling to work at classes after their day's work, have allowed a certain number of hours a week for school attendance, at the firm's expense. "It cannot be expected that the majority, who struggle against competition, will do this voluntarily." They state, "Scotland has an Act (The Educational Act, 1908) which enables the authorities, at their discretion, to impose compulsory education of a technical character on young male persons between the ages of 14 and 17 who are not otherwise receiving a suitable education, or who are not specially exempted. Up to the present this Act, which is necessarily largely dependent for its success on the cordial co-operation of the manufacturers, has not been strictly enforced." This committee consider that if such powers were general and were applied to enforce the attendance of all boys at evening classes, the result would probably be very unsatisfactory, partly because of the difficulty of getting good work from a tired boy, and partly because of cases of hardship due to residence far from work or school. A limited system of compulsory instruction at day classes is advocated, a feature of the scheme being payment to the employer for the time the apprentice is present at the class. The school age, as previously stated,

should, in the view of the committee, be raised to 15, during which period the boy should be properly apprenticed. The abolution of premium, a reasonable wage, and safeguards in the event of an apprentice proving unsuitable, are put forward.

Higher Technical Education

As regards higher technical education and scientific research, the committee for the engineering trades adopt the recommendations of the committee of the Privy Council for scientific and industrial research, and add that the financial position of engineers who are qualified from universities should be improved. They say:

"We are the more anxious to emphasize the lack of sufficient salary as an inducement to English graduates, because hitherto it has been possible in this country to employ the services of young German scientists — especially chemists — whose knowledge has been considerable and whose demands for pay have been limited. We think that the engineering trades should make a special point of employing, as far as possible, persons of British university training in all positions involving technical and scientific attainments."

The recommendations of this committee are therefore:

(1) (a) That the revival of an apprentice system on a large scale be encouraged, on the basis of abolition of premium, a reasonable wage to apprentice, and safeguards in cases of the apprentice proving unsuitable for his work.

(b) That a limited system of compulsory education at day classes be encouraged, particularly in the manufacturing centres of the country; a part of the scheme being payment by the employer for the time the apprentice is present at class.

(c) That the school age be raised to 15.

(2) That in the case of engineering university men,—

(a) The need for the improvement of their financial position in works should be recognized by the employers, and

(b) The introduction of post-graduate classes is recommended; further,

(c) That the status and financial outlook of the teacher be improved so as to render the profession attractive to the most capable persons.

Part-time Work

In the shipbuilding and marine engineering trades, it is recommended that, pending the raising of the school age to 16, a system of part-time education should be instituted, although this will dislocate the journeymen squads, and that at 16 there should be opportunities for boys to continue their education. Any fees charged for this should be refunded for good attendance and satisfactory progress. The local education authorities, employers, technical schools and universities should co-opt members to the governing bodies controlling this work. The committee also consider that a universal system of education and training for all lads, and applicable to all yards and engine works, can be introduced by employers without difficulty. This would ensure for all boys the same opportunity for improving themselves and would bring firms closer together in training the workmen of the future. As to higher education, firms should make more arrangements for their apprentices to attend sessions at a university or technical school, counting time so spent as part of apprenticeship. They add:

"A large number of bursaries are provided for naval architects, so that no really able lad need lack opportunity for advancement to the highest position. So far as marine engineering is concerned, some of these bursaries might be taken either by naval architects or marine engineers, but there seems to be a lack of specific courses for marine engineers of an exactly similar character to those for the naval architects. The number of openings available for the advancement

of marine engineers is much greater than for naval architects. We are aware that other bodies have been studying this question for the purpose of organizing the training of such men, but we are of opinion that a special university course should be organized for marine engineering designers—at any rate, in universities situated close to the important marine engine works.''

Accordingly this committee recommended:

(a) Education of boys and apprentices; apprenticeship:

1. The school leaving age should gradually be raised to 16, and meanwhile there should be introduced a system of compulsory part-time education between the existing school-leaving age and the age of 16, such education to be imparted during the day and not in the evening.

2. Compulsory education should cease with the commencement of apprenticeship at the age of 16, when further education should become optional. There should be provided at evening classes: (a) facilities for higher technical education for apprentices able and willing to profit by it; and, (b) classes on subjects of a general educational character for other apprentices. Fees should be charged, but refunded subsequently if attendance has been satisfactory.

3. There should be a correlated system of control in the schools, and in the factory; education should be in the hands of the educational authorities, but those authorities should co-opt members of the industries to assist in the work.

4. The system of education and training introduced should be universal, with such variations as regards detail as may be necessary to suit different localities.

5. Apprentices of special ability or education should be encouraged to attend sessions at a university or technical school, if they so desire, as part of their apprenticeship.

6. A special course for marine engineering designers should be organized, at least in universities near important marine engine works.

7. Apprenticeship should not exceed five years.

8. There should be appointed throughout the industries supervisors or tutors, whose special function it should be to interest themselves personally in the boys and youths from the point of view of their work, their recreation, and their social life.

9. Employers should consider the possibility and desirability of introducing a system of deferred payments for apprentices.

10. Apprentices should be indentured, and should up to the age of 21 be members of separate approved societies formed by districts under the employers' associations.

(b) Industrial research:

1. Laboratories should be established by co-operative effort in convenient centres for the testing of materials. Such central laboratories might also become centres of research.

2. A publicly or co-operatively provided experimental tank in each centre of industry would be of advantage, and would encourage research; but such tanks should only be established when it is found that the tank at Bushey is being overburdened with outside work to the detriment of its research work.

3. With regard to such research work, more experiments should be directed towards the design of vessels of moderate speed and size.

Textile Trades: Art and Technical Schools

In the textile trades, the committee state, ''it is essential that in all textile towns of importance there should be an art school and a technical school, which, if not actually under the same roof, should work hand in hand in the training of young people who will become manufacturers, managers or designers. In our opinion it should be made a con-

dition of Government grants that in the management of both schools practical men in the industry should have the opportunity of taking an active part.'' In these institutions, which should be equipped with the most modern type of machinery and appliances for testing materials and investigating processes, well-trained and well-paid teachers are required. They should provide opportunities equal to those to be found abroad for the most complete study of manufacture, and should afford a course of advanced training in design, with special application to the needs of the local industry.

''Thus Manchester, Leeds, Belfast, Macclesfield, Nottingham and Kidderminster might become seats of great schools, serving respectively the needs of the cotton, woollen, linen, silk, lace, and carpet-weaving trades. In scientific and technical research the industries offer great opportunities in the following lines of inquiry:

(1) Scientific investigation into raw materials.

(2) Scientific improvement of processes.

(3) Technical investigation for the improvement of machinery. With reference to (1) in the past, machinery and methods have been adapted to the various types of textile fibre commonly produced, but by means of research in connection with raw materials themselves special types might be evolved which are suited to the products required, and the cultivation of these might be encouraged.''

The findings of the committee are:

Technical and art education:

(a) That our system of technical and art education should be thoroughly overhauled, in order to raise the standard of instruction and enable the schools to supply the textile industries with more highly trained workers and managers.

(b) That steps should be taken to ensure the provision of more highly trained teachers, with more liberal emoluments and improved status.

(c) That the managing bodies of technical and art schools should always include a considerable proportion of members connected with the industries which are taught in the schools.

(d) That employers should afford opportunities to promising young people to attend the courses at technical schools during the ordinary working hours, without deductions of pay.

(e) That in addition to local schools, a central institute should be established in connection with each of the textile industries, fully equipped with modern machinery and with the appliances necessary for testing materials and investigating processes, and capable of providing opportunities for the most complete study of manufacture and design.

In scientific and technical research:

(a) That there should be continuous and systematic research into the raw materials and various manufacturing processes of the several textile industries in order to stimulate their development and prosperity.

(b) That scientific and industrial research for the benefit of an industry should be directed by the industry itself, aided by funds from the Government, and that with this object the great trade associations we have suggested, or trade associations for research on the lines contemplated by the Department of Scientific and Industrial Research, should be established for the several branches of the textile industry.

FIRST REPORT OF THE NOVA SCOTIA WORKMEN'S COMPENSATION BOARD

THE Workmen's Compensation Board of Nova Scotia has issued its first report covering the period from its organization in October, 1916, to the end of 1917. The first work undertaken by the Board was an industrial census of the province which secured the names of over 4,000 industries. After the elimination of those not under Part I. of the Workmen's Compensation Act, and of others of a temporary character or employing a very small number of workmen, 1,704 industries remained to be classified, rated and assessed. The Board refused the applications made by the Dominion Coal Company, and by the Dominion Iron & Steel Company, for certificates enabling them to substitute other schemes of compensation for the provisions of the Act in their industries in Cape Breton Island.

The Act became effective for the payment of compensation on January 1, 1917. The Board has adjusted claims wherever possible on information obtained from the workman, from his physician if any, and from the employer. Workmen within the scope of the new act are able to obtain compensation without legal expense, and with the least possible trouble and delay. Various precautions taken by the Board to prevent malingering and fraud protect the employer from imposition, and employers in general are now favorably disposed towards the Act and ready to co-operate with the Board. The Board recommends, however, that the Act be amended to make assessments like taxes, a first lien on all the property and assets of an employer.

The Board reports that in administering the Act it has taken every opportunity to encourage accident prevention. It believes that many of the accidents in 1917 might have been prevented, and contemplates further action when the accident experience of the different industries has been ascertained.

The Act permits the Board to authorize special surgical operations to avoid heavy payment for disability, and the report describes an operation which saved the eyesight of a coal miner. The cost of the operation and the compensation during the period of disability amounted to less than $50, whereas the reserve fund required to cover payments during the workman's life would have been $4,800.

The Relief Commission appointed by the Dominion Government has undertaken the compensation payable in connection with the Halifax explosion, and the Stellarton disaster of last January is not included in the present report. In July, 1917, however, an explosion at New Waterford resulted in the death of 65 coal miners, and consequently in the table of accidents compensated during the year the figures for the coal mining industry are unusually high. The total number of claims disposed of by the Board was 4,812, of which 1,823 were in the coal mining industry and 1,666 in iron and steel manufacturing. The next highest number of claims was 325 in building and construction. Out of a total of 142 deaths, 92 occured in the coal mining industry as compared to 17 in the iron and steel manufacturing industry, 8 in lumbering and woodwork, and 7 in building and construction. Owing to the extra work caused by the Halifax and Stellarton disasters the staff was unable to prepare statements for the report showing the causes of the various accidents.

REPORT OF THE UNITED STATES NATIONAL WAR LABOUR BOARD

THE War Labour Conference Board of the United States which was appointed by Secretary of Labour Wilson in January last, to draw up a national labour policy for the duration of the war, submitted its report on March 29. Five members of the Board were named at the request of the Secretary of Labour by the National Industrial Conference Board, a federation of employers' organizations and five by the American Federation of Labour. Each group then appointed an additional member to represent the general public, the employers selecting former president William H. Taft, and the labour men Frank P. Walsh, former chairman of the United States Commission on Industrial Relations. From the report of the Board, which follows, it will be noted that some very important concessions were made by both the employers and the trade unionists. These include the recognition by the employers of the right of workers to organize and to bargain collectively through chosen representatives, and the declaration by the trade unionists that there shall be no strikes during the period of the war, and that there shall be a discontinuance until the coming of peace of all rules and methods of work tending to restrict or limit production. The report which was signed by the twelve members of the conference is given below.

(a) That there be created, for the period of the war a National War Labour Board of the same number and to be selected in the same manner and by the same agencies as the commission making this recommendation.

(b) That the functions and powers of the national board shall be as follows:

1. To bring about a settlement, by mediation and conciliation of every controversy arising between employers and workers in the field of production necessary for the effective conduct of the war.

2. To do the same thing in similar controversies in other fields of national activity, delays and obstructions in which may, in the opinion of the national board, affect detrimentally such production.

3. To provide such machinery by direct appointment, or otherwise, for selection of committees or boards to sit in various parts of the country where controversies arise, to secure settlement by local mediation and conciliation.

4. To summon the parties to the controversy for hearing and action by the national board in case of failure to secure settlement by local mediation and conciliation.

(c) If the sincere and determined effort of the national board shall fail to bring about a voluntary settlement, and the members of the board shall be unable unanimously to agree upon a decision, then and in that case and only as a last resort, an umpire appointed in the manner provided in the next paragraph shall hear and finally decide the controversy under simple rules of procedure prescribed by the national board.

(d) The members of the national board shall choose the umpire by unanimous vote. Failing such choice, the name of the umpire shall be drawn by lot from a list of 10 suitable and disinterested persons to be nominated for the purpose by the President of the United States.

(e) The national board shall hold its regular meetings in the city of Washington, with power to meet at any other place convenient for the board and the occasion.

(f) The national board may alter its methods and practice in settlement of controversies hereunder, from time to time as experience may suggest.

(g) The national board shall refuse to take cognizance of a controversy between employer and workers in any field of industrial or other activity where there is by agreement or Federal law a means of settlement which has not been invoked.

(h) The place of each member of the national board unavoidably detained from attending one or more of its sessions may be filled by a substitute to be named by such member as his regular substitute. The substitute shall have the same representative character as his principal.

(i) The national board shall have power to appoint a secretary, and to create such other clerical organization under it as may be in its judgment necessary for the discharge of its duties.

(j) The national board may apply to the Secretary of Labour for authority to use the machinery of the department in its work for conciliation and mediation.

(k) The action of the national board may be invoked in respect to controversies within its jurisdiction by the Secretary of Labour or by either in a controversy or its duly authorised representative. The board, after summary consideration, may refuse further hearing if the case is not of such character or importance to justify it.

(l) In the appointment of committees of its own members to act for the board in general or local matters, and in the creation of local committees, the employers and the workers shall be equally represented.

(m) The representatives of the public on the board shall preside alternately at successive sessions of the board or as agreed upon.

(n) The board in its mediating and conciliatory action, and the umpire in his consideration of a controversy, shall be governed by the following principles:

There should be no strikes or lockouts during the war.

1. The right of workers to organize in trade-unions and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the employers in any manner whatsoever.

2. The right of employers to organize in associations or groups and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the workers in any manner whatsoever.

3. Employers should not discharge workers for membership in trade-unions, nor for legitimate trade-union activities.

4. The workers, in the exercise of their right to organize, shall not use coercive measures of any kind to induce persons to join their organizations, nor to induce employers to bargain or deal therewith.

Existing Conditions.

1. In establishments where the union shop exists the same shall continue and the union standards as to wages, hours of labour, and other conditions of employment shall be maintained.

2. In establishments where union and non-union men and women now work together, and the employer meets only with employees or representatives engaged in said establishments, the continuance of such condition shall not be deemed a grievance. This declaration, however, is not intended in any manner to deny the right or discourage the practice of the formation of labour unions, or the joining of the same by the workers in said establishments, as guaranteed in the last paragraph, nor to prevent the War Labour Board from urging, or any umpire from granting, under the machinery herein provided, improvement of their situation in the matter of wages, hours of labour, or other conditions, as shall be found desirable from time to time.

3. Established safeguards and regulations for the protection of the health and safety of workers shall not be relaxed.

The basic eight-hour day is recognized as applying in all cases in which existing law requires it. In all other cases the question of hours of labour shall be settled with due regard to governmental necessities and the welfare, health, and proper comfort of the workers.

The maximum production of all war industries should be maintained, and methods of work and operation on the part of the employers or workers which operate to delay or limit production, or which have tendency to artificially increase the cost thereof, should be discouraged.

For the purpose of mobilizing the labour supply with a view to its rapid and effective distribution a permanent list of the number of skilled and other workers available in different parts of the Nation shall be kept on file by the Department of Labour, the information to be constantly furnished:

1. By the trade unions.

2. By State employment bureaus and Federal agencies of like character.

3. By the managers and operators of industrial establishments throughout the country.

These agencies should be given opportunity to aid in the distribution of labour, as necessity demands.

In fixing wages, hours, and conditions of labour regard should always be had to the labour standards, wage scales, and other conditions prevailing in the localities affected.

1. The right of all workers, including common labourers, to a living wage is hereby declared.

2. In fixing wages, minimum rates of pay shall be established which will insure the subsistence of the worker and his family in health and reasonable comfort.

ADDITIONAL REGULATIONS AFFECTING WESTERN COAL MINES

IN earlier issues of the *Labour Gazette* (August, 1917, p. 613; December, 1917, p. 987; February, 1918, p. 142) references have been made to wage increases to coal miners in the Crows' Nest Pass district awarded by Mr. W. H. Armstrong as Director of Coal Operations, upon the findings of the commission appointed to inquire every four months into the cost of living in western coal fields. As a result of the first inquiry by the Commission the miners were awarded an increase of 20 cents per day on August 1, 1917, and on December 1, 1917, received a second increase of 14 cents a day. For the period December 1, 1917 to April 1, 1918, the commission found the average daily increase in the cost of living for a family of five to be .1993 cents per day, though Mr. W. F. McNeill, representative on the Commission of the coal operators, claiming that the average family in the district consisted of three persons, considered that the wages should be increased only three-fifths of the amount mentioned. The Director of Coal Operations ordered, on April 12, that all employees of the mines in District 18 should receive an increase of 20 cents per day from April 1, 1918. By a further order it was directed that for the purpose of ascertaining the amount of the increases granted by the

present and preceding orders the hours of work constituting the day for daymen should be as provided in the tentative agreement, and for contract men should be considered eight hours, and that workmen working more or less than a day should be paid in proportion to the hours worked, including Sundays, on the basis of the total of the various increases, namely, 54 cents per day.

In a dispute at the Federal Mines, Lethbridge, over the dismissal of a miner which resulted in a cessation of work for a couple of weeks, the Director after investigation found there had been a misunderstanding by the parties concerned and that the employee dismissed should be re-instated and paid day wages. By another order the Director fixed the contract rate to be paid at the Pembina mine of the North American collieries, Evansburg, Alta.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR DURING THE FIRST QUARTER OF 1918

DURING the first quarter of 1918, twenty-six changes in rates of wages and hours of labour, affecting approximately 18,800 workpeople, were reported to the Department, as compared with thirty-three changes affecting approximately 21,400 workpeople, in the last quarter of 1917, and 61 changes affecting approximately 26,700 workpeople in the first quarter of 1917. Of the twenty-six changes, twenty-two were wage increases, three were reductions in working hours and one an increase in wages with a reduction in hours. In the manufacturing and mechanical industries, eight changes were reported, affecting approximately 2,600 workpeople, of whom the majority were in the metals, machinery and conveyances group. In transportation there were seven changes affecting approximately 9,600 workpeople, of whom 9,036 were steam railway employees.

The particulars of each change, in so far as they are known to the Department, are given in the following table:

CHANGES IN WAGES AND HOURS DURING JANUARY, FEBRUARY AND MARCH, 1918

Class of workpeople affected.	Firm or establishment	Approximate number of workpeople affected	Date from which change took effect.	Particulars of change.
METALS, MACHINERY AND CONVEYANCES—				
Iron Moulders	Vulcan Co., London	18	Jan. 28	Increase of 50c per day; from $22.50 to $25.50 per week.
Machinists	Henry Hope & Sons, Peterborough.	30	Mar. 1	Hours reduced from 55 to 54 per week.
Machinists, etc	Canadian Gen. Elc., The DeLaval Co. & Wm. Hamilton Co., Peterborough.	1,700	Mar. 1	Hours reduced from 55 and 59 to 50 per week.
Repair men	Shipyards, Quebec	61	Mar. 1	Wages increased from $2.75 to $3.00 per week.
Shipbuilders, etc	Shipyards, Port Arthur.	500	Mar. 18	Wage increases ranging from 5 to 10 cents per hour.

CHANGES IN WAGES AND HOURS DURING JANUARY, FEBRUARY AND MARCH, 1918—*Continued.*

Class of workpeople affected.	Firm or establishment	Approximate number of workpeople affected	Date from which change took effect.	Particulars of change.
PRINTING & PUBLISHING—				
Compositors	Book and job offices Halifax.	88	Jan. 1	Wages advanced from $17.00 to $20.00 per week.
Compositors	Daily Newspapers, Winnipeg.	150	Feb. 1	Wages for day work increased from $27 to $29 per week; night work from $30 to $32.
Pressmen	Job offices, Hamilton	63	Feb. 1	Wages increased from $19.50 to $24. per week.
TRANSPORTATION—				
Trainmen, etc.	C. P. R. Western Lines.	4,000	Jan. 1	Wage increase of 25 per cent.
Trainmen	M. C. R. R., Canada Division.	340	Feb. 1	Increase in wage rate per mile.
Maintenance-of-way Employees	C. N. R., Western Lines.	3,000	Feb. 1	Wage increase of 45 cents per day for foremen and skilled labourers; others 35 and 40 cents per day.
Shop men	G. T. R. System	1,300	Mar. 1	General increase and 9-hour day granted.
Telegraphers	Government Railway lines.	396	Mar. 1	Wage increase of 9 per cent.
Motormen and Conductors	Kitchener and Waterloo Ry.	14	Jan. 1	Wage increase of 2½c per hour.
Longshoremen	Halifax Shipping Agents.	600	Jan. 1	Day wages increased from 35 to 40 cents per hour; overtime from 40 to 45 cents.
MINING AND QUARRYING—				
Coal Miners	Acadia and Intercolonial Coal Coys	1,200	Jan. 1	General increase averaging from 12 to 15 per cent.
BUILDING AND CONSTRUCTION—				
Painters	Employers, Vancouver.	600	Feb. 1	Wages increased from $22 to $27.50 per week.
LUMBERING—				
Loggers	Employers, B.C.	3,000	Mar. 11	Hours reduced from 10 to 8 per day.
PUBLIC EMPLOYMENT—				
Members of Police Department	Galt	6	Jan. 1	Increase in wages.
Members of Fire Department.	Peterborough	8	Jan. 1	Increase in wages.
Members of Fire Department.	Ottawa	80	Jan. 1	Increase in wages.
Members of Fire Department.	Kingston	15	Jan. 1	Increase in wages.
Members of Police Department	Brantford	15	Jan. 1	Increase in wages.
Teamsters and Labourers	Moncton	20	Jan. 15	General increase.
Members of Fire Department.	Vancouver	69	Mar. 1	Increase of $10 per month.
MISCELLANEOUS—				
Telephone Operators	Bell Telephone Co., Toronto.	1,500	Mar. 1	Increases ranging from 50 cents to $1.00 per week.

FATAL INDUSTRIAL ACCIDENTS DURING APRIL, 1918

DURING April the Department received reports of the occurence of 49 fatal industrial accidents, as compared with 52 in March and 77 in April, 1917. The Department is unable to secure reports of all fatal industrial accidents, but reports are received monthly from all available sources.

TABLE OF FATAL INDUSTRIAL ACCIDENTS DURING APRIL, 1918

Trade or Industry.	Locality	Date	Cause of fatality.
AGRICULTURE—			
Farmer	Omemee, Ont.	3 April	Flying piece of machinery.
Farmer	Millbrook, Ont.	" 4	Fall from windmill.
LUMBERING—			
Riverman	Quoddy River, N.B.	" 26	Struck by piece of ice.
Riverman	St. Francois, Que.	" 17	Struck by a canthook.
Riverman	Arnprior, Ont.	" 15	Drowned.
Riverman	Severn River, Ont.	" 15	Drowned.
Riverman	Grandview, Man.	" 26	Drowned.
Sawmill employee	Ottawa, Ont.	" 1	Drowned.
Water boy	Keewatin, Ont.	" 18	Fall of lumber.
MINES, SMELTERS AND QUARRIES—			
Miner	Thetford Mines, Que.	" 11	Fall of rock.
Miner	Asbestos, Mines, Que.	" 11	Crushed between car.
Miner	Merritt, B.C.	" 13	Fall of coal.
Miner	Michel, B.C.	" 24	Falling timber.
BUILDING AND CONSTRUCTION—			
Bricklayer	Gladstone, Man.	" 18	Fall.
Workman	Toronto, Ont.	" 12	Electrocuted.
Workman	Hespeler, Ont.	" 3	Falling tree.
METALS, MACHINERY AND CONVEYANCES—			
Iron worker	Brantford, Ont.	" 22	Fall.
Munition worker	Leaside, Ont.	" ..	Fall.
Munition worker	Renfrew, Ont.	" 7	Asphyxiated.
Munition worker	Longue Pointe, Que.	" 4	Falling machinery.
Shipwright	Port Arthur, Ont.	" 4	Crushed by a crane.
Steel worker	Sault Ste-Marie, Ont.	" 6	Burned.
PULP AND PAPER—			
Pulp mill employee	Donnacona, Que.	" 17	Fell into vat of boiling water.
Pulp mill employee	Sturgeon Falls, Ont.	" 13	Drowned.
FOODS, TOBACCO AND LIQUOR—			
Flour mill employee	Toronto, Ont.	" 2	Crushed by an elevator.
Cereal mill employee	Peterborough, Ont.	" 15	Crushed between cars.
Packinghouse employee	Toronto, Ont.	" 11	Fall.
CHEMICALS AND EXPLOSIVES—			
Amonia and tar works employees (3)	Hamilton, Ont.	" 25	Explosion.
STEAM RAILWAY SERVICE—			
Engineer and fireman (2)	Megantic, Que.	" 11	Collision.
Brakeman	Bigwood, Ont.	" 14	Crushed between cars.
Brakeman	Montreal, Que.	" 10	Runover by a train.
Brakeman	Montreal, Que.	" 11	Fall from a car.
Yardman	Winnipeg, Man.	" 5	Run over by locomotive.
Sectionman	L'Islet, Que.	" 6	Struck by a train.
Sectionman	Toronto, Ont.	" 20	Runover by a hand car.
Sectionman	Bowie, Ont.	" 15	Struck by a train.
Baggage solicitor	Toronto, Ont.	" 2	Runover by a train.
ELECTRIC RAILWAY SERVICE—			
Car repairer	Hamilton, Ont.	" 10	Fall.
Employee	Windsor, Ont.	" 6	Fall from a car.
MISCELLANEOUS TRANSPORT—			
Cabman	Montreal, Que.	" ..	Fall from a cab.
NAVIGATION—			
Deckhand	Trenton, Ont.	" 11	Fall.
PUBLIC UTILITIES—			
Lineman	Brampton, Ont.	" 24	Electrocuted.
Lineman	Renfrew, Ont.	" 22	Fall from a pole.
Power Company employee	Niagara Falls, Ont.	" 6	Electrocuted.
Power Commission employee	Stanford, Ont.	" 2	Crushed between railway cars.
MISCELLANEOUS—			
Elevator operator	Moose Jaw, Sask.	" 14	Crushed by an elevator.

RECENT LEGAL DECISIONS AFFECTING LABOUR

An injured workman may sue for either annual rent or capital under Workmen's Compensation Act of Quebec

A WORKMAN employed as a helper in the manufacture of shells cut one of the fingers of his right hand while handling shells. Blood poisoning set in, and as a consequence he almost completely lost the use of his right hand, and his right arm was also affected. He sued his employers in the Quebec Superior Court for $108 compensation to the date of the action and a capital sum of $1,500. The defendant company submitted that the plaintiff could not claim the capital, but must first sue for the rent to which he might be entitled. After this was determined, he might then make option for the capital representing such rent. It was further maintained by the defendants that it was for the plaintiff to show that the consequences of the accident were not due to any fault of his, and they alleged that the plaintiff's present condition was due not to the accident but to his refusal to be operated upon.

With regard to the first contention, it was declared by the Court that the jurisprudence was contradictory, conflicting judgments having been rendered, but the opinion was expressed that the plaintiff in an action under the Workmen's Compensation Act, as amended, may sue for either the annual rent or the capital, and even if he sues for the annual rent he may at any time, even after judgment is rendered, make option for and recover the capital representing such rent.

The Court also dismissed the second objection of the defendants. The medical evidence showed that blood poisoning is a natural consequence of an injury such as the plaintiff suffered. He did all that could be expected of him in going at once to the first-aid station provided by the defendants, and going to the hospital on the advice of a physician, when his condition became serious. There he was advised to have his middle finger amputated, but refused to let it be done. The only medical evidence before the Court was that if his finger had been amputated the plaintiff would have almost entirely recovered the use of his hand and arm. This evidence, however, was held by the Court to be merely an expression of opinion, which could not possibly be guaranteed, and as the plaintiff had already submitted to four or five minor operations, notwithstanding which he steadily grew worse, his refusal was not entirely unjustified. The Court therefore ordered the plaintiff's employers to pay him $108 compensation to the date of the action, and a sum of $1,500, representing the capital of the rent to which the plaintiff was entitled under the provisions of the Workmen's Compensation Act. (*Quebec —Freeman v. Montreal Locomotive Works.*)

Higher wages after accident evidence of no permanent partial incapacity

The plaintiff, as tutor to his minor son, sued under the Quebec Workmen's Compensation Act, claiming an indemnity of $54.25, being half of his son's salary during his partial incapacity to work, and $545.73, being the capital of an annual rent for the permanent partial incapacity resulting from the

loss of his little finger. The defendant company admitted the accident, but said the boy was earning 11½ cents per hour, that he was entitled to $40, being half his wages to April 10, 1917, when he was in a position to return to work if he had seen fit to do so, and to such rental as the Court might fix after hearing evidence at the trial. The Superior Court at Montreal granted plaintiff the sum of $60 by the following judgment:

"Considering that the evidence at the trial establishes that the said minor was in the employ of the defendant for about two months before February 21, 1917, when he met with an accident at his work as a result of which he lost the little finger of his left hand, that he was treated at the General Hospital as an out-door patient from that day until he was discharged as being well on March 28, 1917; considering that the wages of the said minor before the accident amounted with bonus to 14 cents per hour and that he had been working for 55 hours per week; considering that said minor was out of work for a period of 14 weeks after said accident, when he secured a position which he still occupies at wages of 20 cents per hour; considering that the right of the plaintiff to recover for permanent partial incapacity depends upon the amount by which the minor's wages have been reduced in consequence of the accident of which he was a victim; considering that the said minor since he resumed work is earning wages amounting to 50 per cent in excess of what he earned previous to the accident, and that therefore plaintiff has not established any claim for an indemnity for permanent partial incapacity; considering that the indemnity for temporary partial incapacity established in this case does not exceed the sum of $60; considering that the plaintiff has established his case to the extent of $60 only; doth maintain plaintiff's action for the sum of $60 and costs of action of that amount, including cost of stenography at the trial." (*Quebec — Smith v. Grand Trunk Railway Company.*)

REVIEWS

UNITED STATES.—Economic Effects of the War Upon Women and Children in Great Britain. By Irene Osgood Andrews, assisted by Margarett A. Hobbs. Carnegie Endowment for International Peace, Division of Economics and History. Preliminary Economic Studies of the War. New York: Oxford University Press, 1918; 200 pp.

Effects of the war on British women and children

THE Carnegie Endowment for International Peace has issued as the second volume in a series of preliminary war studies a monograph by Mrs. Irene Osgood Andrews, assistant secretary of the American Association for Labour Legislation on the "Economic Effects of the War Upon Women and Children in Great Britain." The conclusions reached in this study are summarized below.

Owing to the dislocation of industry caused by the outbreak of the war, over 40 per cent of the working women were out of employment or on short time in September, 1914, the "luxury" trades being most severely affected. Then they began to take the places of the enlisted men, and they were also in demand for war work, but the pre-war level of em-

ployment was not reached until April, 1915. By July, 1917, however, the number of females gainfully employed was more than 1,000,000 over the number in July, 1914. There was also an increase in the amount of child labour. In August, 1917, it was stated in the House of Commons that in the past three years some 600,000 children had been put prematurely to work through the relaxation of child labour and compulsory school laws. During the first year of war, women took men's places in transportation, retail trade and clerical work. In the second year there was a rush of women into the munitions industry, and a decline in the number of women in domestic service, the printing trades, confectionery and laundry work. In the third year of war the substitution of women for men on a large scale was extended to numerous staple industries having a less direct connection with the war. In the engineering trades, skilled processes were subdivided and automatic machinery was introduced, thus eliminating the need of all round craft skill. In the summer of 1916, there was for the first time a marked increase in the number of women agricultural workers. About that time a women's army corps was recruited for military work as clerks, cooks, cleaners, chauffeurs and mechanics behind the lines in France. In October, 1917, 10,000 recruits a month were wanted for this corps. It was at first generally considered that women were not as efficient as men except on routine and repetition work, but as more and more women gained experience and were undertaking the whole of a skilled man's job, the testimony as to relative efficiency on work within a woman's strength became far more favourable. The wages of both women and children were raised under war conditions, the smallest increases being in the so-called "women's trades," like laundry work. On munitions work, the Government fixed the women's wages, and in so doing accepted the principle of "equal pay." In other industries covered by trade union agreements women also generally received "equal pay," but in the remaining cases of substitution, though increases were gained, the men's rates were by no means reached.

The women who entered the new fields of labour to meet the demands of war came for the most part from three different groups. First, workers changed from low paid women's trades and various slack lines of work to munitions and different kinds of men's work. Secondly, most of the additional women workers were wives and other members of workingmen's families, or soldiers' wives, who found their separation allowances insufficient. Finally, a comparatively small number of women of a higher social class entered clerical work, agriculture, and the munitions factories, for patriotic reasons. Many women and children were recruited through Women's War Employment Committees and County Agricultural Committees formed by the Government and working in close co-operation with the national employment exchanges. Trade union rules restricting the kinds of work that women might perform were set aside for the war period, and the dilution of labour by the admission of women workers was effected in many industries through conferences and agreements between employers and employees.

The attempted Government control of labour through the Munitions Acts, pro-

viding for compulsory arbitration and a system of "leaving certificates," caused a great deal of irritation among the munition workers, and the system of leaving certificates was consequently abolished in October, 1917.

Various steps were taken by the Government for the safety, health and comfort of munition workers. Before the war, the factory laws forbade the employment of women at night and on Sundays and for more than 10 and a half hours daily and 60 weekly in non-textile factories, and 10 daily and fifty-five weekly in textile factories. As the pressure of war work grew, the hours were lengthened, and women were frequently kept at work at night and on Sundays on special orders from the factory inspectors, or even in defiance of the law. This unsatisfactory situation led the Government to appoint the Health of Munition Workers' Committee, whose scientific studies on the effects of long hours on output were instrumental in securing a return to pre-war standards of hours. The Minister of Munitions also encouraged the engagement of "welfare supervisors" in establishments under his control, who looked after the interests of women, girls and boys. The owners were allowed to deduct the cost of special welfare provisions from the excess profit tax. Housing accommodation was provided on a large scale, and similar projects undertaken by municipalities and private organizations were subsidized by the Government. In August, 1916, a law was passed empowering the Home Office to make special regulations for additional welfare provisions in factories.

As to the effects of war work, it is stated that among women signs of injury to health were not generally apparent, higher wages enabling them to improve their standard of living in many cases to the benefit of their health. Among boy munition makers the evidences of over-work and a decline in health were said to be much more striking. Other effects that were observed were the undermining of home life, through the absence of parents and the consequent relaxation of the discipline of children, leading to a marked increase in juvenile delinquency. This was particularly noticed among boys of eleven to thirteen, the ages for which school attendance laws have been relaxed and premature employment allowed.

UNITED STATES.—Report of the Commissioner of Education for the year ended June 30, 1917. Vol. I.; 108 pp.

Education in relation to the war

An important part of the Report of the United States Commissioner of Education for the year ended June 30, 1917, deals with education in relation to the war. Soon after the declaration of war by the United States, steps were taken by the bureau to aid in marshalling the intellectual resources of the nation. By distributing among the higher educational institutions blank service forms of a kind that had been devised by Columbia University, the colleges and universities were en-

abled (1) to make a personnel index of the entire universities body; (2) to perfect an internal organization into larger and smaller subdivisions which should operate autonomously and in coordination with one another; and (3) to establish cooperative relations with governmental agencies of the Nation, the State, and city for patriotic purposes.

As the result of a conference between the Committee on Science, Engineering and Education of the Advisory of the Council of National Defence, and representatives of various educational organizations, a statement of principles was prepared and distributed by the Bureau of Education to colleges and universities. This statement suggested that all young men below the age of liability to the selective draft and those not recommended for special service, who could do so, should be urged to attend the colleges; that the colleges consider the advisability of dividing the academic year into four quarters and repeating the courses at least once a year, so that the college course might be best adapted to the needs of food production; that students pursuing technical courses such as medicine, agriculture, and engineering, should be considered as rendering services more valuable than if they were to enroll at once in the military or naval service; and that the Government should provide or encourage military training for all young college men and that the colleges should include teaching in military science. The colleges and universities of the United States are reported to be rendering six different types of special war services. These comprise: (1) Special courses for regular students, introduced as a result of the war; (2) special extension courses; (3) new schools or courses established for the benefit of the military or naval service directly; (4) extra academic service of students and professors; (5) changes in college calendars; (6) utilization by the Government of research laboratories and of professors in an expert capacity.

The Bureau has also taken steps to promote the cultivation of home gardens through the help of the schools. A letter was sent to secretaries of school boards in every city and town of more than 2,500 population, appealing to the boards to employ through the entire spring, summer and fall at least one garden teacher or director for every 100 children between the ages of 9 and 15 for whom land can be found and who can be induced to spend two or three hours a day in gardening. It is suggested that if funds for necessary expenses are needed, children who receive instruction or their parents might pay into a general fund ten or twenty per cent of the value of vegetables grown.

In cooperation with the Food Admininstration, the Bureau distributed pamphlets among the schools on the subject of food conservation, outlining courses in food economics, and urging instructors to teach the use of substitutes for certain of the more expensive foods, and to waste no time on fancy cookery. A pamphlet of the Food Ad-

ministration bearing the title of "Ten Lessons in Food Conservation" was also widely distributed by the Bureau among summer schools, teachers' institutes and individual teachers. A further development is the issuing to schools of lesson leaflets on the subject of "Lessons in Community and National Life," which discuss in a simple way the fundamentals of present-day world organization in special relation to the problems brought forward by the war.

The Report of the Bureau also contains chapters dealing with the general activities of the Bureau, and with educational conditions in the other warring countries.

THE

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

Generally throughout the country there was a brisk demand for labour; more particularly for unskilled labourers, farm hands, machinists and munition workers. While there was a considerable increase in the number of industrial disputes during May and in the loss of time, the record was better than May of last year. There were in existence during the month 37 strikes, affecting 14,583 workpeople; as compared with 15 strikes, affecting 7,315 workpeople, during April. The time loss for May was 104,861 working days; as compared with 15,671 working days in April and 257,069 during May, 1917. At the end of the month 10 strikes remained unsettled. There was an advance over April of nearly 60 per cent in the value of building permits issued, and an advance of 26 per cent over May, 1917. The cost of the weekly budget of staple goods was $12.66; as compared with $12.57 for April, and $11.82 for May, 1917. The index number of wholesale prices was 275.8, as compared with 269.4 in April.

* * *

Proceedings under the Industrial Disputes Investigation Act

During the month of May the Department received reports from three Boards of Conciliation and Investigation which had been appointed to inquire into disputes affecting: (1) the Sandwich, Windsor and Amherstburg Railway Company and its motormen and conductors; (2) the Canadian Collieries (Dunsmuir), Limited, and certain of its employees at Union Bay, B.C., and (3) the Hull Electric Company and its conductors, motormen and various other employees. In the first and third cases the findings of the Boards were declared acceptable to both the employers and employees; in the Canadian Collieries dispute a minority report was made by Mr. Naylor, the nominee of the employees; but information to hand at the end of the month did not indicate that any cessation of work occurred. Ten applications for the establishment of Boards received attention during the month.

* * *

A Political Labour Party in Ontario

A meeting was called in Toronto a few weeks ago to organize a Labour Party for Ontario. Invitations to the meeting were sent to the various trades and labour organizations, socialistic and other societies; there were 420 delegates in attendance. The following party objects were adopted:

To organize and maintain in parliament, provincial and federal, a political labour party; to cooperate with kindred organizations, in joint political or other action in harmony with the party constitution and standing orders; to give effect as far as may be practicable to the principles from time to time approved by the party conference; to secure for the producers by hand or by brain the full fruits of their industry and the most equitable distribution thereof; gen-

erally to promote the political, social and economic emancipation of the people, and more particularly of those who depend directly upon their own exertions by hand or by brain for the means of life.

* * *

Censorship Regulations

Regulations governing the publication of statements or reports, or the verbal expression of opinion which may tend "to weaken or detract from the united effort of the people of Canada in the prosecution of the war," were embodied in an order-in-council which was passed on April 16, 1918. A further order-in-council, consolidating all censorship regulations, was passed on May 21. The spirit of the new order, however, was sufficiently well expressed by the original order of April 16, which was, in part, as follows:

It shall be an offence:

(a) To print, publish or publicly express any adverse or unfavourable statement, report or opinion concerning the causes of the present war or the motives or purposes for which Canada or the United Kingdom of Great Britain and Ireland or any of the allied nations entered upon or prosecutes the same, which may tend to arouse hostile feeling, create unrest or unsettle or inflame public opinion;

(b) To print, publish or publicly express any adverse or unfavourable statement, report or opinion concerning the action of Canada, the United Kingdom of Great Britain and Ireland or any allied nation in prosecuting the war;

(c) To print or give public expression or circulation to any false statement or report respecting the work or activities of any department, branch or officer of the Public Service or the service or activities of Canada's Military or Naval Forces, which may tend to inflame public opinion and thereby hamper the Government of Canada or prejudicially affect its Military or Naval Forces in the prosecution of the war;

(d) To print, publish or publicly express any statement, report or opinion which may tend to weaken or in any way detract from the united effort of the people of Canada in the prosecution of the war.

Any person found guilty of an offence against these regulations is liable to both fine and imprisonment. Provision is also made for the seizure of the printing plant and the destruction of material used in the publication of any matter which in the opinion of the Secretary of State constitutes a hindrance to united action.

* * *

"Anti-Loafing Law"

In view of the urgent need for labour to assist in the production of food and other articles essential for war purposes, and with the idea of utilizing for such purposes the human energy of Canada to the best advantage, an order-in-council was passed on April 4, 1918, in which it was ordered that every male person residing in the Dominion of Canada shall be regularly engaged in some useful occupation.

Exception is made in the case of a person who is:

(a) Under 16 years or over 60 years of age.

(b) A bona fide student proceeding with his training for some useful occupation.

(c) A bona fide student in actual attendance at some recognized educational institution.

(d) Usually employed in some useful occupation and temporarily unemployed owing to differences with his employer common to similar employees with the same employer.

(e) Physically unable to comply with the provisions of the law as herein enacted.

(f) Unable to obtain within reasonable distance any kind of employment which he is physically able to perform at current wages for similar employment.

In any proceedings that may be taken, the terms "useful occupation" and "reasonable distance" shall be determined by the magistrate trying the case.

For non-compliance with the regulations the offender is liable to a fine or imprisonment.

The order is not intended to prevent members of organized labour associations from discontinuing their work in the employment in which they have been engaged when such discontinuance is occasioned by differences actually arising between the employer and the employed. The purpose is to prevent persons capable of useful work from remaining in idleness at a time when the country most urgently requires the service of all human energy available.

Measures relating to idleness, similar to those now in effect in Canada, have been passed in four States of the American Union and it is now proposed that Congress enact legislation of this kind to apply to the whole of the United States.

* * *

National Registration

In the March issue of the *Gazette* (page 155) mention was made of the appointment of the Canada Registration Board, whose duties were to take an inventory, at some future date, of all the male and female persons over 16 years of age living in Canada. The date for registration has been fixed by proclamation as June 22. On that date all men and women, whether of British birth or foreign nationality, who are 16 years of age or over, must appear before the nearest deputy registrar and answer certain questions. A person failing to comply with the order is liable to fine; imprisonment; is disentitled, if an employer, to the services of any employee though liable for the wages earned by such employee; is disentitled, if an employee, to any wages that would otherwise be due to him; is deprived of the franchise; is deprived of the right to travel and of the right to demand board and lodging. Of particular importance to employers is another penalty which provides that anyone who continues to employ an unregistered person, or who pays him any salary while he remains unregistered, thereby renders himself liable to a penalty similar to that which the unregistered employee himself shall be liable to. Those who, through illness, accident or absence from Canada, are unable to register upon the day proclaimed are permitted to do so later at any post office. The questionnaires for men and women have been designed to find out the particular work for which each individual would be best fitted, in the event of the Government having to take steps to ensure that sufficient labour shall be available for the production and preservation of foods, manufacture of munitions and other war supplies, shipbuilding and other occupations essential to winning the war.

Opportunity is offered to employers of labour to have one or more of their office staff sworn in as deputy registrars; in which event the necessary cards will be supplied a few days in advance. The registration can then take place within the factories and workshops with a minimum of inconvenience to all concerned.

* * *

Canada Food Board

By an order dated April 25, 1918, the Canada Food Board provided that no person shall hold, have in his possession, or have under his control, flour or sugar more than sufficient for his needs for 15 days, except that persons living more than two miles from a dealer licensed by the Food Board might have supplies for longer periods according to the distance in each case from such a dealer. Regulations were also made as to the quantities dealers and manufacturers might have on

hand. A general system of licenses for dealers in food was put in force to cover the various classes of food, extending the license system previously adopted. On May 17 the Canada Food Board issued the following statement:

HOLDINGS OF FLOUR.

An Order has been issued by the Canada Food Board setting forth certain conditions under which persons may be allowed to hold flour in excess of the limited amounts prescribed by the Order of April 25th.

It is provided that a bona fide farmer may hold, subject to the Order of the Canada Food Board, the amount of flour made wholly or in part from wheat, which he may have in his possession in excess of the amounts prescribed by the Order of April 25, on the condition that, on or before June 15th, he report to the miller or dealer from whom it was purchased, or by whom it was manufactured, the excess amount held by him. It shall then be the duty of such miller or dealer to report all such holdings to the Canada Food Board, on forms to be supplied, and at such times as the Food Board may prescribe.

It is also provided that any person holding or having in his possession not more than 25 pounds of flour made wholly or in part from wheat, or who held or had in his possession on May 17th part only of one original package in which such flour was purchased, though the amount exceed 25 pounds, may retain the same. All flour held in excess of these amounts must be returned as required by the original Order.

* * *

Agreement between Builders' Exchange and Stonecutters' Association at Toronto

An agreement to be in effect for one year from May 1, 1918, has been entered into between the Builders' Exchange of the city of Toronto and the Toronto branch of the Journeymen Stonecutters' Association of North America.

The essential clauses of the agreement are as follows:

1. That the wages shall be 65 cents an hour.

2. That proper sheds and sanitary accommodation shall be provided in all yards and on all jobs. Also, during the months of June, July, August and September, sunshades and coverings must be provided when necessary.

3. That all stonework where a mallet, mash hammer and chisel is used on the cutting of all rock-faced ashlar and range ashlar over 10 inches in height; the cutting of all clean jambs, whether tooth-chiseled, chiseled, bush-hammered or crandeled, or any other finish of a clean character, the cutting of all corners with clean specified corner drafts and the cutting of all clean reveals upon rock-faced heads, sills, arches, etc., of the same character as above, and including artificial stone, shall be considerad practical stonecutting.

4. That the hours of labour shall be eight hours per day, from 8 a.m., except Saturday, when four hours shall be worked, from 8 a.m. to 12 noon.

Lunch time on all jobs and yards shall be arranged by mutual agreement.

5. Overtime shall be paid for the first two hours at the rate of time and one-quarter, from 7 p.m. to 10 p.m., time and a half; from 10 p.m. to starting time next morning, double time; Saturday, time and a half from noon till 5 p.m., after 5 p.m. double time.

* * *

Employment System of the Lake Carriers' Association

The United States Bureau of Labour Statistics, Bulletin No. 235, recently issued, reviews in detail the methods used by the Lake Carriers' Association in the employment of its seamen.

For some years the so-called 'welfare plan' has been the cause of serious dissensions between the vessel owners and their employees. The men charge that the plan was devised to "break strikes, to blacklist union men, and to crush unionism among the seamen." The 'welfare plan' provides, among other things, for the maintenance of assembly rooms at various ports to the privileges of which sailors are entitled on payment of an annual fee, which constitute membership in the 'plan.' Preference in employment is always given to welfare men. Each member is given a registration or record discharge book in which is kept a record of his services in the Association's ships. When applying for work each sailor must present this book to the local as-

sembly room or shipping office officials and to the captain of the boat on which he ships. The book is kept by the captains until he signs the sailor's discharge record for the trip. If the entry is favourable the book is returned direct to the man, but if not the book is handed by the captain to the secretary of the association with an explanatory statement. The association then considers the cancellation of the sailor's membership in the 'welfare plan.'

The sailors allege, according to the report, that the assembly rooms "are virtually employment offices for the shipment of, preferably, non-union men; that the registration and discharge book system constitutes an effective blacklist, and that the scheme thus becomes a wholesale strike-breaking system." In considering these allegations the report says: "There seems to be no doubt that the welfare plan, whether or not it was so intended, is admirably suited to limit the seamen's freedom of action and to preclude effective organization among them."

In view of the strike on the Great Lakes scheduled to take place on October 1, 1917, the United States Shipping Board intervened. Conferences took place, as a result of which the Shipping Board has been assured that the Lake Carriers' Association will accept any decision the Board may make, and while it will not "of its own motion abolish the welfare plan, it will abolish the discharge book or modify the welfare plan in any manner the Shipping Board may direct after fair investigation." In the meantime the strike has been postponed until the Shipping Board shall have had fair opportunity to make the investigation suggested.

* * *

State Fund Plan of Workmen's Compensation in Ohio

According to the December, 1917, Bulletin of the Industrial Commission of Ohio, a remarkable reduction in the cost of administering workmen's compensation insurance has been effected in that state. The earned premium of the Ohio State Insurance Plan for 1917 was approximately $8,000,000. The total cost of administering the Plan for 1917 is $312,279. Computing on the basis of their 40 per cent expense ratio, the Bulletin estimates that it would have cost the liability insurance companies $5,333,000 to have provided this $8,000,000 in compensation benefits. "One of the greatest revelations the Ohio State Insurance Plan has to offer," the Bulletin states, "is the economy with which it can be effectively administered. It is conservative to state, that for the single year of 1917, the Ohio State Insurance Plan has saved its subscribers as an absolute minimum, $5,000,000."

* * *

Labour Jottings

The Price-Fixing Committee of the United States War Industries Board has announced maximum prices on hides. It is reported that tanners will be called before the committee at once with a view to establishing fair prices on leather, in order that leather products may reach the consumer at the lowest possible figure.

In a test case recently tried before the United States Federal Trade Commission to determine whether a manufacturer had the right to fix the re-sale price of his product, a decision was rendered against the manufacturer, the Commission holding that no such right existed.

The Connecticut Chamber of Commerce has arranged with the State Manufacturers' Association for the release of employees in many of the large industrial plants for necessary farm work. The workers released will receive their regular wage from their employers, and the farmers using help of this kind will pay farm wages directly to the employers.

During the month of November, 1917, the Manitoba Mothers' Allowances Commission paid "salaries" amounting to $7,028 to 150 mothers without other support and with 516 children depending upon them, the average allowance to those living in the city of Winnipeg being $57.11 and to those outside of

Winnipeg, $37.13. The Commission has obtained the services of a woman investigator, whose duties also include instruction in scientific house management.

A large delegation of representative women from the cities of Vancouver, New Westminster and Victoria, recently waited upon the British Columbia Legislature to urge that a bill be introduced at the present session providing for mothers' pensions and that the new measure become operative this year.

A minimum wage bill designed to protect the lives, health and morals of women and minor workers in the District of Columbia, and to establish a minimum wage board to fix the minimum rates of wages in the district for women and minor workers, was introduced in Congress April 16. The bill has received two hearings before committees and has the strong support not only of the workers' organizations but also of the employers who will be most affected by its enactment.

It was announced recently that, beginning in April, wages for all common labour employed by the United States Steel Corporation and many independent steel mills throughout the country would be advanced 15 per cent. This is the sixth increase in the mills of the Steel Corporation since 1916, and makes an aggregate advance of 85 per cent since that year to this class of workers. The labourer under the new schedule will be paid at the rate of 38 cents an hour.

The plan for the settlement of all labour disputes in the war industries of the United States, submitted by the National War Labour Board in its report on March 29 (see *Labour Gazette* for May, page 365) has been approved by President Wilson, and while the programme has not the sanction of law, it has been announced as a national policy, and it is expected it will receive the hearty support of both workers and employers.

The United States Department of Labour has submitted a bill to Congress to provide housing accommodation in Washington for employees of the Federal Government engaged in war work. The bill sanctions an expenditure of $50,000,000 for the construction of houses for workers in industrial plants and authorizes a further expenditure of $10,000,000 to construct houses and hotels for the accommodation of Government clerks.

The German Reichstag has appropriated 500,000,000 marks for the construction of family barracks to provide shelter for families who cannot find houses. A member of the Reichstag states that there is a shortage of 750,000 small dwellings.

On March 24, the mediator appointed last December (Judge Samuel Alschuler) by the Federal Government of the United States to investigate the differences between the large Chicago packing houses and their employees submitted his findings. The report which creates a new minimum standard of living for labourers in the packing industry was read before a large assemblage of packing house officials and workers. It provides for a basic eight hour day with double time for Sundays and holidays. Substantial wage increases are granted and rates are to be the same for female as for male employees, and several minor points in dispute are satisfactorily dealt with.

The Lake Carriers' Association declined to be represented at a conference of marine workers, vessel owners and representatives of the United States Shipping Board to devise methods of meeting the demand for American sailors. The Lake Carriers control about 400 vessels on the Great Lakes. It has been suggested that their absence from the conference is in accord with their refusal to recognize organized labour.

Increases in teachers' salaries, amounting to more than $4,000,000 a year, have

been asked for in a report submitted to the Board of Education of New York City by the Teachers' Council. The report says that "the lure of better pay in other occupations demanding far less preparation and calling for much less exacting service has become so apparent that unless provision for better remuneration to teachers is immediately made there will be a steady and increasing diminution in the number of applicants for teaching service."

Records of the Vocational Branch of the Invalided Soldiers' Commission show that 4,031 returned soldiers were under instruction on March 1. Of this number 1,592 are taking re-educational courses because of disabilities which prevent them from resuming their pre-war occupations. The remaining 2,439 men are taking other vocational training work. In all 2,712 re-educational courses had been granted returned soldiers to March 1.

INDUSTRIAL CONDITIONS DURING MAY, 1918

I,—GENERAL REVIEW

The Labour Market

In the steel plants at the Sydneys, employment continued to improve; the conditions during May being better than in April and considerably better than in March. Machine shops and foundries generally were active throughout the country, more especially at the shipbuilding centres. Machinists, moulders, metal workers and blacksmiths were in demand at most places. Montreal was rather quiet in foundry work, but active in other lines, and some of the manufacturers proposed to extend their plants. Employment in locomotive works and railway shops was steady, while in automobile and carriage factories and agricultural implement plants much overtime was worked.

The shipbuilding yards in the Maritime Provinces were well employed. At Quebec, Sorel and Three Rivers, they were working overtime and in need of help. At Port Arthur, the shipyards employed over 1,400 men. On the West coast, boat building was very active, but shipbuilding was practically suspended owing to industrial conditions.

In the food group the sugar refinery at St. John was running steadily, while the refineries at Montreal were very busy. Owing to shortage of labour, the sugar company at Chatham imported some hundreds of Mexicans to work in the beet fields. The refinery at Vancouver was steadily employed. Workers in cereal mills were all well employed, and in some cases working overtime. The bakery and confectionery trades fell off slightly, owing to the restrictions of the Food Board. There was some demand for female help at the canneries in Ontario. Abattoirs and meat packing houses were active, but experienced some difficulty in getting supplies. Employment was very good in aerated water plants, but showed some falling off in breweries and cigar factories, although there was still some activity in these lines.

In the textile group, the woollen and cotton mills were well employed and were in many cases in need of additional help. There is at present, however, a shortage of wool, which, if it continues, will have a depressing effect on employment. Workers in hosiery and knitted underwear factories were very well employed and more female help was needed. Awnings and sail makers generally were busy. Garment workers were well employed throughout the country, and women workers were in demand. In steam laundries and dry cleaning establishments, employment was steady.

In the pulp and paper mills, employment continued to be good. Employ-

ment in both newspaper and job printing was good in the East and a scarcity of linotype operators and job compositors was reported; west of Winnipeg conditions were reported as fair, except at Vancouver, where job printing houses were very busy. Bookbinders were steadily employed and many of the paper box factories were in need of female help.

The sash, door and planing mills in the Maritime Provinces were very busy, but the Quebec mills reported a falling off in work. Employment generally was good in planing mills and furniture factories in Ontario and in the West, and some mills had difficulty in securing skilled labour. Piano factories were working full time.

In the leather group the tanneries were very well employed as a whole, but there was some slackness in tanneries at Quebec. Employment was good in the boot and shoe factories and the rubber plants were all busy.

Brickmakers were well employed at Toronto and Lethbridge, but slackness was reported from all other points. In clay, glass and stone, employment continued to be dull. In paint and varnish factories, employment was very good; chemical workers generally were active.

On the railways, employment was steady and the repair shops were very busy. On the Great Lake shipping was quiet owing to lack of steamers. Longshoremen were in demand at Halifax, Sydney, Montreal and Vancouver.

In metal mining, employment in the Cobalt area was good and more men were needed. Gold mining at Rossland came to a standstill. Coal miners in all the fields were very well employed and many more men were needed.

The lumbering industry showed activity in all its branches. Some of the sawmills were in full operation and working to capacity, while others reported a considerable shortage of labour. At Victoria, the industry continued to expand, thousands of men being taken on during the month.

Farm hands were generally in demand throughout the country. In British Columbia several hundred women and girls offered their services for the harvesting of fruit and other crops during the coming season. Applications from employers indicate that the full number will be employed.

In the building trades, employment was very good in Halifax and active in St. John, Fredericton and Hamilton. Montreal showed some improvement over previous months. At Ottawa, labourers were in demand. Winnipeg had enough employment for the labour available, but at all other points the building trades were very dull. Employment in the building trades, as indicated by the value of building permits issued in 35 cities, increased 59.9 per cent as compared with April and increased 26.2 per cent as compared with May, 1917. Reports from 16 cities, showing the number of civic employees temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks of May, indicated a decrease of about 19 per cent in the number of workers, and an increase of nearly 2 per cent in the wages paid.

Strikes

The loss of time on account of industrial disputes during May, while greater than in April, was much less than in May, 1917. There were in existence at some time or other during the month 37 strikes, affecting 14,583 workpeople and involving a time loss of 104,861 working days; as compared with 15 strikes, 7,315 workpeople and 15,671 working days in April; and 39 strikes, 14,272 workpeople and 257,069 working days in May, 1917. On May 1, there were on record five strikes, affecting 439 workpeople. Thirty-two strikes were reported as commencing during May, as compared with nine strikes in April. Twenty-five of the strikes commencing during May, and two of those commencing prior to May, were reported terminated, leaving the following ten unterminated strikes, affecting 6,012 work-

people, on record at the end of May: plumbers and steamfitters, St. John; machinists, Montreal; boilermakers, Ottawa; metal polishers and buffers, Weston; moulders at Toronto and Hamilton; coal handlers at Ft. William and Port Arthur; labourers at Port Arthur; shipyard employees at Vancouver, New Westminster and Victoria; and machinists at Victoria.

Prices

In prices, the feature of the month was a general advance in meats throughout the Dominion; this advance was greatest in the western provinces. There were considerable decreases in potato prices in the Maritime Provinces. Dairy products were only slightly lower. Some grains were downward. The average cost of a family budget of staple foods in 58 cities was $12.66 at the middle of the month, as compared with $12.57 in April and $11.82 in May, 1917. In the Maritime Provinces there were decreases in the budget, but there were increases in the other provinces. The index number of wholesale prices was up to 275.8, as compared with 269.4 in April and 240.0 in May, 1917. The chief increases in wholesale prices appeared in livestock, meats, textiles, metals and hides, but there were slight increases in several of the groups.

II.—THE INDUSTRIES AND TRADES

Metals, machinery, conveyances

Sydney reported the production of the Dominion Steel Company for May, in tons, as follows: pig iron, 27,000; ingots, 32,000; billets and slabs, 26,000; rails, 18,000; merchant bars, 2,600; rods and nails, 1,600. At the Sydney Mines steel plant, production of iron was 8,800 tons, and steel 14,600 tons, as compared with 7,690 tons of iron and 10,500 tons of steel last month. At Halifax, the rolling mills, boiler shops, electrical apparatus and ship repairing plants were active, but with a shortage of skilled labour in all departments. Amherst reported metal working establishments working full time and shorthanded in many instances; the International Engineering Company received a large Government order that will keep the plant running full time for the greater part of the year. At Pugwash a new company known as the Cumberland Shipbuilding Company has been formed and work has already started on a vessel of some size. Westville reported that the steel plants worked steadily, but that one plant expects to close down in the near future. St. John reported the rolling mills working steadily, and also the galvanized iron and tin and sheet metal workers very busy with labour scarce, but shipbuilding seriously handicapped on account of the shortage of labour. Truro reported that the steel plants are working overtime. At Moncton the Government railway shops remained steady, and confined chiefly to repair and remodelling of rolling stock, and the local foundries were working steadily, and machine shops active. Newcastle reported shipbuilding plants active. Fredericton reported all branches of the machinery group active, particularly at the New Brunswick foundry and machine shops where many new hands have been taken on and where more are needed. Montreal reported general foundry work showed only a fair amount of activity for May, but general activity in other lines of metal manufacturing. Many orders from the American Government were reported, necessitating in some cases the enlarging of existing plants. Quebec reported boat and shipbuilding very busy; architectural iron works, machines and engineering shops very busy; stoves, furnaces, metal roofing and sheet iron work quiet. Sherbrooke reported architectural and structural iron and steel, stationary and portable engines and

boilers active, and, at St. Hyacinthe, the foundry, machine shops and automobile factories were well employed. Three Rivers reported foundries and machine shops and engineering companies working overtime, and also shipyards in great need of additional help. Sorel reported great activity in the shipbuilding yards, due to orders from the United States Government for the construction of steel and wooden ships. The foundries were also busy. Toronto reported that the engineering and boiler factories, shipbuilders, agricultural implements and automobile plants were all operating steadily, the supply of raw material having considerably improved. Structural steel manufacturers were somewhat quiet; the bicycle industry was busy, the demand for bicycles having lately shown a large increase, especially from Western Canada. The sheet metal, tool and hardware industries were active. At Niagara Falls, the foundries, automobile and metal can factories need both male and female help, skilled and unskilled. St. Catharines and Brockville reported metal manufacturing in all branches active. Ottawa reported foundries and machine shops busy and short of skilled labour. At Kingston, the locomotive company was very active. At Belleville, the rolling mills, foundries and machine shops and carriage manufacturing concerns were busy and good business was done in parts of automobiles and motorcycles. The Canadian General Electric Company at Peterborough was working overtime and the machine shops in general were very busy. Galt reported all branches of the metals group very busy, with a general shortage of mechanics of all kinds. At Brantford, the Waterous Engine Company was rather quiet, but other companies working on Government orders continued to be busy, while the carriage and wagon works were very busy. At Kitchener and Guelph, machinists were well employed, with a demand for moulders in several shops. At Stratford, the foundries and machine shops were active, but short of men, especially machinists and blacksmiths. At Woodstock, there was a demand for painters and ordinary labourers at the wagon factories. At London, the rolling mills were especially busy, but the manufacturing companies were held up by the shortage of raw material in both their stove and tinware departments, while all the plants engaged in Government contracts took on additional hands during the month. St. Thomas reported iron works engaged at full capacity. At Chatham, the various branches of the metal industries were active, but were having difficulty in securing material. The automobile factories were very active, turning out 30 machines daily. Canadian Bridge Works at Windsor were working overtime on Government contracts. At Owen Sound, the metal working establishments were active, though short of skilled labour and raw material, pig iron being very scarce. At Orillia, the stove factory reported an active demand, but great difficulty in getting moulders, toolmakers, etc. Girls are being used for some operations and are being paid $2 to $2.50 a day. Port Arthur reported a very busy month in the shipbuilding yards, over 1,400 men being employed. The car works at Fort William had over 1,000 men employed. At Winnipeg, the automobile industry reported business active, but the Ford plant, being ahead of orders, laid off their staff for one week. Brandon, Regina and Moose Jaw reported great activity in agricultural implements and in machine and repair shops. At Medicine Hat, the metal working industries, with the exception of those working on Government contracts, were rather quiet; the Alberta Rolling Mills closed down for a couple of weeks on account of fire, but subsequently reported business very brisk. Lethbridge and Calgary reported automobile and motor engine firms very busy, and cycle firms fully employed and a shortage of machinists and blacksmiths. Vancouver reported stationary and portable engine works and boiler making active, though interfered with to a certain extent by the shipbuilders strike. Boat building and repairing were very active, but shipbuilding practically suspended owing to the strike

Automobile business very busy, but stove and furnace plants quiet owing to difficulty of getting plates. Electrical equipment and sheet metal workers were active, and the tin can manufacturers very busy. At New Westminster, the shipyards were very dull, over 300 men being laid off during the month, with a further reduction expected. Machine shops were very busy and short of skilled labour. Victoria also reported the wooden shipbuilding yards laying off men, but it was expected that when labour troubles were disposed of the yards will again be active.

Foods, liquors and tobacco

Sydney reported the abattoirs, packing houses, baking and confectionery establishments busy. Halifax and Westville both reported that the aerated water and soft drinks establishments had had the busiest month in several years. At Westville, the flour mills were very active, but the feed and grinding mills were dull. At St. John, the flour and feed mills and the Atlantic Sugar Refinery were running steadily; baking and confectionery establishments reported business only fair owing to the restrictions placed upon the use of lard and sugar; creameries and dairies were active and aerated water and soft drink establishments reported business fair. At Moncton the flour and feed mill worked part time only, but the rest of the food industries reported business very brisk. At Newcastle, the flour mills were dull, but, at Fredericton, the flour mills and packing houses were steadily employed. At Montreal, the food establishments were all busy; sugar refineries were very busy, manufacturers of jam having received large orders from the British Government. Quebec reported the abattoirs active, but a falling off in the baking and confectionery trades due to the present restrictions on food. The aerated water and soft drink establishments reported a very busy month. At Sherbrooke, St. Hyacinthe and Three Rivers, the food groups reported business active. At Toronto, the flour, feed and cereal products had an active month; abattoirs and meat packing houses were working on large export orders, but found difficulty in securing sufficient stock to fill their contracts. The production of oleomargarine showed a considerable increase, amounting to about 60,000 pounds per day. The fruit canning industry was very busy and suffered from a shortage of female labour. Breweries and soft drink manufacturers were quiet, while the cigar manufacturers were laying off men preparatory to closing some of their plants for an indefinite period. St. Catharines, Brockville and Kingston all reported the food groups active. Belleville reported the flour and feed mills exceptionally busy, due to a great demand for feed. The cigar factory was very active during the month. Peterborough reported flour and feed mills very active; the new plant of the Quaker Oats Company having begun operations, were in need of help, both male and female. Galt and Brantford both reported the flour and feed mills very busy and working overtime, while the rest of the food groups were active. The Patterson Biscuit Company at Brantford have received a large order for biscuits from the Y.M.C.A. in France. The flour mills at Kitchener reported trade good, but the sugar factory was closed down. Wholesale meat and sausage factories were very busy; cigar factories were all running full time and short of cigarmakers, while the breweries were working full time both in Kitchener and Waterloo. Guelph and Stratford reported the flour and feed mills working to capacity, but soft drink establishments and breweries were quiet. The Tuckett Cigar Company at London have closed down their works, and cigarmaking in general was quiet. At St. Thomas and Chatham, flour mills were running full time, while the rest of the food groups reported business normal. The cereal company at Windsor reported business good. Creameries and dairies were exceptionally active, the cigar factories, though still busy, reported that business was falling off. At Owen Sound, the cigarmakers reported

business good, but experienced cigarmakers very scarce. At Winnipeg, the food groups reported business up to the average, but the canneries found it necessary to reduce their staffs owing to shortage of sugar. At Brandon, the mills, bakeries and creameries were all actively employed, but the cigarmakers and breweries were dull. At Regina, the flour mills were running day and night. The flour mills at Moose Jaw were running to full capacity, but the packing houses complained of a shortage of cattle, hogs and sheep. The baking trade at Lethbridge was very busy, a quantity of bread being sent out to outlying districts; the brewery was also very busy. At Calgary, the flour mills were running day and night, abattoir and packing houses were fully employed; breweries and distilleries reported trade good; cigar factories were dull. The Swift Canadian Packing House Company at Edmonton reported business fair. At Vancouver, the flour, feed and cereal mills were all busy, the aerated waters and soft drink manufactories were running at capacity, while the rest of the food groups reported business normal. A number of new factories were opened up in and around Vancouver for the manufacture of "dried products" for food, and a number of girls and women were engaged in the preparation and packing of vegetables, etc. At New Westminster, the evaporating plant was running to capacity, while cigar factories were fully employed for the first time for a long period; the breweries were running to full capacity. At Nanaimo, the breweries were running on a small scale, making the prescribed non-intoxicating drinks. At Victoria, the flour, feed and cereal mills reported business very active. The fruit and vegetable canneries were making preparations for putting up a record crop; cigarmakers and breweries reported business quiet.

Textiles, cordage and carpets

The Amherst woollen mills reported business good, but a difficulty in securing material. At Truro, the mattress factory was working to full capacity. At St. John, the Cornwall and York cotton mills reported a brisk demand; also that the installation of new machinery would increase their output. At Moncton, Humphrey's woollen mills and the Atlantic Underwear Company were both in active operation. The cotton mills at Montreal were fully employed, some of them having sufficient orders to keep them going throughout the year. Woollen manufacturers had plenty of orders on hand, but complained of the shortage of wool. At Quebec, the cotton mills, knitting and underwear factories were all very busy; the sail makers were also very busy. Sherbrooke reported the textile group as all being active. At St. Hyacinthe, the Penman Manufacturing Company worked day and night and were in need of labour. The Wabasso Cotton Company at Three Rivers ran full time with about 1,200 hands, but had employment for a few hundred more. At Toronto, the textile plants were in steady operation, with large orders on hand for woollens, underwear and knitted goods; tent and sail makers were active; carpet factories reported business good. At Galt the cotton and woollen mills were working overtime and advertising for help. The silk mill was also busy, while the bleaching and dyeing business was active. At Brantford and Kitchener, the textile groups were all active. At Guelph, the carpet mills were advertising for weavers. At Stratford, the woollen, hosiery and knitting factories reported a slight decrease in business, but nevertheless had a good month. At London, the Holeproof Hosiery and the Peerless Hosiery Companies were very busy, while the dyeing mills were active. At Owen Sound, the knitted

goods were active, but tent and awning manufacturers very quiet. At Orillia, the woollen factory was very much handicapped by the shortage of female labour; they cannot fill more than a third of the orders offered. At Winnipeg, the textile groups reported business normal. At Vancouver, the knitted goods factories were steadily employed, mainly on Government orders, but they reported yarn hard to obtain. Tent, awning and sail makers reported business very brisk, with a shortage of labour.

Clothing and laundering

At Halifax and St. John, the ready-made clothing establishments reported business good considering the high price of cloth; female help is in demand. At Moncton, the cap factory ran full time, while at Newcastle and Fredericton the clothing establishments were very busy and in need of help. Montreal reported ready-made clothing and shirt and collar factories did a fair business, while the manufacture of gloves was being very materially extended. Fur manufacturers reported business better than during May, 1917, and the waterproof clothing manufacturers reported this as the best year in their history. Quebec, Sherbrooke and St. Hyacinthe all reported ready-made clothing, and laundry, dyeing and cleaning establishments active. At Toronto, the ready-made clothing workers were well employed; women's garment workers were starting on fall work; the hat and cap trade was steady; whitewear operatives and laundry workers were active. Overall and glove factories were busy. Brockville and Kingston both reported business fair in the clothing group. Steam laundries, dyeing and cleaning establishments at Belleville had a busy month. At Peterborough, the women's whitewear factory was busy. At Brantford, the overall and shirt company and the Dominion Dress Company worked to full capacity, while the laundries and cleaning establishments reported a very busy month. At Kitchener, the shirt and collar, glove and whitewear factories were all in need of female help. The Dominion Twine factory worked some overtime. At Guelph, the whitewear factory was active, with a shortage of operators, and, at Brantford, ready-made clothing factories were busy. At London, the Green Swift Company reported wholesale trade in ready-made men's clothing to be only fair. The Peabody Overall Company at Windsor was very busy and in need of more female help. At Orillia, the ready-made clothing factories have almost been put out of business by the shortage of female labour, one firm closing up altogether for more than a week. At Winnipeg, the ready-made clothiers reported business for the month good; shirt and overall factories reported business fair, while in the laundries and dry cleaning establishments business was normal. At Regina the steam laundries were busy, a new laundry commenced business during the month and reported a fair amount of work, while, at Prince Albert, laundries were quiet. At Lethbridge, laundries and cleaning establishments were very busy, much work being received from outside points. At Edmonton, the Great Western Garment Company reported trade good, with some 250 employees fully engaged and an increasing demand for more help. At Vancouver, the shirt making industry was quiet, while laundries, dry cleaning and dyeing establishments were reported to be fairly busy. The ready-made clothing industry manufacturing men's garments and ladies' suits were reported as being exceptionally busy. At Nanaimo, the steam laundry was rather dull, owing to Chinese competition. At Victoria, the shirt and overall industries and steam laundries were all busy.

Pulp, paper and fibre

St. John reported the pulp mill running continuously. At Newcastle, the pulp and papermakers were very busy, and were in need of unskilled labour. Sherbrooke reported pulp and paper mills active. At Three Rivers, the Wayagamack Pulp and Paper Company were employing 700 men continuously and could have

used an additional 200 men, and, at Hull, the demand for pulp and paper was well maintained. At St. Catharines, the pulp, paper and beaverboard companies were well employed. At Ottawa, the new J. R. Booth sulphite mill was reported as not being in full operation. Owing to scarcity of logs in reserve, the full operation of their paper plant was not assured for this year. At Victoria, the pulp mills were working continuously.

Printing, publishing and paper

Sydney reported newspaper and job printing offices active. St. John and Halifax reported business good, but a scarcity of machine operators. Newcastle and Truro reported an exceptional amount of job printing done, but labour very scarce. Fredericton reported printing, publishing and bookbinding firms busy. Montreal reported employment was exceptionally good in newspaper and job printing plants, due to the number of enlistments for overseas service. The newspaper and publishing houses, and paper box factories in Quebec had a busy month. Sherbrooke and St. Hyacinthe printing firms and paper box factories were fairly busy. At Three Rivers, St. Johns and Iberville, newspapers and job printing establishments had plenty of work. At Toronto, printers, bookbinders, engravers and lithographers were all well employed. At Niagara Falls, the paper box and fibre basket factories were in need of female labour. At St. Catharines, Brockville and Kingston, job printers were well employed, while, at Belleville, the bookbinders were very busy during the month. At Galt and Brantford, the paper box factories and printing establishments were all very busy. Woodstock reported a shortage of linotype operators and job compositors. The paper box factories at Guelph and Stratford were very busy, while the job printers were only fairly well employed. At London, the job printing establishments reported work less than usual; the paper box companies were busy, but found difficulty in getting cardboard. St. Thomas reported printers very scarce, particularly machine operators; the job printers were very busy. At Windsor, the paper box manufacturers were busy and in need of female help. Owen Sound reported the printing and binding business very active in all departments. Winnipeg reported bookbinders and publishers very active, with a slight increase in the number of girls employed. The paper box factories reported business to be normal. Brandon and Regina reported job printing fair, while, in Prince Albert, a slight decline was reported. Medicine Hat and Lethbridge reported job printing as fair, but Calgary reported that job printing firms were fully employed. At Vancouver, the newspaper and job printing houses were employing all the printers available, but the bookbinding establishments were only moderately busy. Victoria reported paper box and bag industry well employed and business increasing rapidly.

Woodworking and furniture

At Halifax, the woodworking factories were very busy, with orders ahead for several months. Sydney reported sash, door and planing mills well employed, while at St. John they were working overtime. At Moncton, the output was not so great as last year. The Moncton cooperage firm also reported reduction in business. At Fredericton, the woodworking factories were very busy. At Quebec, the sash, door and planing mills reported a falling off in work, but that they were having difficulty in obtaining enough men for the work in hand, due to the demand for carpenters in the wooden shipbuilding yards. Sherbrooke reported the planing mills as very active and chair factories busy. At St. Hyacinthe, the wooden box factory and the chair and furniture factory were active, while the organ factory was fairly busy. In Toronto, the woodworking plants in all lines were active; the manufacture of gramaphone cases gave employment to a large number of hands, while piano firms were working full time. St. Catha-

rines and Kingston reported the various woodworking trades as being active, while at Brockville they were reported as fair. At Belleville, the sash, door and planing mills reported a busy month, but some difficulty in securing mechanics. At Peterborough and Galt, the planing mills were reported as very active, and some of them were advertising for help. At Kitchener, the piano and organ factories ran full time. Woodstock reported a demand for both skilled and unskilled labour in furniture and chair factories, and for skilled labour in piano and organ factories. At Guelph, the planing mills and piano factories were active. Stratford reported the planing mills and furniture and chair factories continued active, while broom makers, cooperage and stave workers were steadily employed. Sash, door and planing mills at Chatham reported business fair, but a shortage of stock. At Windsor, planing mills were dull, and the piano manufacturers not very busy. Owen Sound reported the wooden box and broom factories very busy and furniture and chair factories fairly active, but the planing mills quiet. At Orillia, the furniture factory was suffering from a shortage of labour. At Winnipeg, the sash, door and planing mills reported that business was not up to the average for the season of the year. Brandon, Regina and Prince Albert reported that the planing mills were all running full time. At Fernie, the planing mills were fairly well employed, while, at Vancouver, the woodworking industries were busy in all branches. At New Westminster, the wooden box factories were fully employed; one of the factories is making arrangements to enlarge its plant.

Leather, boots, shoes and rubber

At St. John, the Humphrey boot and shoe factory was running steadily, while at Fredericton the leather trade was reported as being in a flourishing condition. Montreal reported some improvement in the leather business and in the boot and shoe trade, but the local manufacturing activity was still rather dull. Jute goods were difficult to secure, because manufacturers found it hard to get raw materials. At Quebec, the tanneries were quiet, the variation in the prices of hides and leathers being given as the reason; the boot and shoe factories were reported as active. Sherbrooke reported the leather goods as fair, while, at St. Hyacinthe, the boot and shoe factories reported a slight decrease in business, though saddlers and other leather workers had a very active month. Three Rivers and Sorel reported business fair. At Toronto, the boot and shoe establishments and harness and horse goods manufacturers were active; the rubber plants were very busy. At Niagara Falls the shoe parts factory was very busy, and, at St. Catharines, the rubber factories continued to be active. At Brockville and Kingston, harness, belting, boots and shoes were reported as fair. At Peterborough and Galt, the boot and shoe business improved a little duing the month and some of the factories were in need of help. Brantford reported the Brandon Shoe Company very busy with another large war order. At Kitchener, both tanneries were running full time. Work at the boot and shoe factories was held up for 12 days by a strike, but are now reported as working full time. The rubber factories were fully employed and the Dominion Tire Company was still working overtime in several departments; the trunk and bag factories were also busy. At Woodstock, unskilled labour was in demand at the tanneries. At Stratford, the tannery and harness shops were well employed, and, at London, the tanneries and shoe companies were exceptionally busy. St. Thomas reported a scarcity of skilled shoe workers. At Windsor, the harness makers were quiet, but, at Orillia, the tannery was working to capacity. Brandon and Calgary reported the tanneries and trunks and horse goods manufacturers busy. At Vancouver the boot and shoe factories were very busy, and, at New Westminster, the tannery was fully employed.

St. John reported the cut stone and granite workers dull. At Moncton, the Humphrey glass factory, a newly established industry, was in active operation, employing about 25 hands. Quebec reported stone quarrying active. Sherbrooke reported cut stone, granite and brick yards quiet. At St. Hyacinthe, the stone and granite cutters were quiet, but the brick yards and lime kilns were active. Brickmakers at Toronto were busy. At Brockville, the brick and tile industries were quiet. At Kingston, the stonecutters and granite quarries were fairly well employed. At Belleville, the pottery was active in the manufacture of tiles and small pottery ware. At Brantford, the brickyards reported business slightly better than last month, and Stratford reported the brick and tile business well engaged. At Kitchener, the stone and granite cutters at the marble works were all busy. At London, the brickyards were at a standstill, there being no demand for bricks. At Windsor, business in cut stone, granite, lime, etc., was very quiet, and Owen Sound reported the cement works very dull. The brick plants at Brandon have been closed down. At Regina, business in cut stone and granite improved. Medicine Hat reported the brick and tile business somewhat improved, and Lethbridge reported brickmakers busy and in need of help. At Nanaimo, the brickyards were doing nothing.

Clay, glass and stone

Halifax reported the Brandram-Henderson paint factory running to capacity and in need of additional help. At Montreal, paint manufacturers reported the usual rush of business at this time of the year. Sherbrooke reported gunpowder active, and good business in acids, extracts, drugs and medicines. At Toronto, the paint manufacturers reported continued activity and increased orders for export. The chemical works were active, some of them engaged in new lines of manufacture to take the place of goods hitherto imported. At Niagara Falls, the cyanamid and graphite plants were busy, though short of male labour. At Brantford, the manufacturers of high grade varnishes were very active. At Windsor, the Standard Paint Company reported business good, but had difficulty in getting good materials. Winnipeg reported that business in oils and varnishes was not up to the average this season of the year. The oil refinery at Regina was running full time, and the soap works reported business fair. Vancouver reported the petroleum refinery running steadily, but the future outlook as uncertain, due to the announcement that the United States Fuel Board proposes to prohibit export of raw product to British Columbia. Lubricating products were greater in demand than in supply. Paint manufacturers reported business flourishing, and the soap works were running steadily. Nanaimo reported that the powder works within that district were running to capacity. At Victoria, the paint, varnish and soap factories were steadily employed, and the chemical and powder works were working to capacity.

Paints, oils chemicals, explosives

Earnings of the Canadian Pacific Railway during April were $13,328,848, as compared with $12,355,519 for the same month in the previous year. Halifax reported an increasing demand for 'longshoremen and freight handlers. Sydney reported steam and electric railways and railway repair shops active, with an increasing demand for 'longshoremen. At Halifax, the shortage of men interfered with the street railway service during the first part of the month. At St. John, the steam railways reported traffic lighter than usual at this season, owing to the withdrawal of some of the steamers of the Eastern Steamship Company. The street railway company had decided not to operate one of its summer lines, but in other respects it was doing business as usual. 'Longshore work was dull, due to the falling off in navigation. At Newcastle,

Railways, shipping and 'longshore work

the railway transport workers continued to be busy, while tug boat men and passenger steamer employees were in demand. Fredericton reported railway employees well employed. Montreal reported great activity in all departments of railway work, including the shops. 'Longshoremen were in great demand. Quebec reported steam railways busy, railway repair shops very busy, street railways active, but navigation and 'longshore work dull; garages very busy. Sherbrooke and St. Hyacinthe reported railway men well employed. Toronto reported steam and street railways active, while navigation was active during the latter part of the month; garages busy. Brockville reported steam railways active and navigation and 'longshore work fair, while at Kingston the 'longshoremen were well employed. Belleville reported that railway, passenger and freight traffic was brisk, but that navigation was rather dull, owing to lack of steamers. Peterborough reported very heavy traffic on both the Grand Trunk and Canadian Pacific Railways due to the increased navigation on the upper lakes. Stratford reported the railway workers, freight handlers and repair shop employees very active. Port Arthur and Fort William reported that shipping was quiet owing to the slow movement of grain. At Winnipeg, the street railway transportation business increased and a steady demand for help was reported. Brandon reported steam and street railways and railway repair shops active, and Prince Albert reported that the railways were busy. At Medicine Hat the Canadian Pacific Railway reported a scarcity of unskilled labour. At Lethbridge, the railway repair shops were fairly busy, but, at Calgary, they were fully employed. Fernie reported that there has been a slight increase in railway freight traffic during May, which was due to an increase in lumbering operations. At Vancouver, the steam and electric railways were normal, but navigation and 'longshore-work was active. Victoria reported a steady improvement in coastal navigation.

Mining

Sherbrooke reported copper and asbestos mining in the district active; mill concentrators were active and the granite and gravel pits were also busy. The Cobalt mines during May produced about the usual amount of silver, but the scarcity of labour was making itself felt. During May a total of 53 cars, containing 4,084,150 pounds of ore were shipped, as compared with 34 cars, containing 2,320,661 pounds, in April. Bullion shipments were 690,762 ounces, as compared with 662,042 ounces in April. At Kirkland Lake, the Lake Shore gold mine produced on an average of about $1,500 daily. During April, the Alexo nickel mine at Porquois Junction shipped 13 cars, containing 1,089,200 pounds of nickel ore, as compared with 12 cars, containing 880,000 pounds, during March. At Rossland, the gold mines were closed down, releasing about 350 men for employment elsewhere. This was said to be due to high wages, increased cost of mining materials and taxation. At Trail, only one copper furnace was running, but the lead furnaces and refineries were operating as usual.

Sydney reported the output of the Dominion Coal Company as 293,000 tons against 290,000 tons in April. The output at Sydney Mines was 45,000 tons, compared with 40,500 tons last month. The coke output of the Dominion Company was 44,000 tons, with 545 ovens in operation, and of the Sydney Mines plant 9,300 tons, with 178 ovens in operation. Westville reported that the Drummond colliery worked full time during the month and raised about 17,000 tons; also that the Acadia Coal Company worked full time, though the reputed condition of the pits made it hard to procure men. Fredericton reported that the coal mines at Minto continued to increase their output. Lethbridge reported coal mining very active, with a constant demand for more miners. Calgary reported that the coal mines in the district were not as yet being worked to anything like their full capacity. Fernie reported continued activity in coal min-

ing and coke manufacturing; there were no unnecessary idle days during May. Nanaimo reported the coal mines in the district working full time, but were handicapped by the scarcity of both skilled and unskilled labour.

Building and Construction

Sydney reported that building work on dwellings and commercial buildings was rather dull. Halifax reported building very active. St. John reported that a considerable amount of building and repair work was carried on. At Moncton, the building trades were dull, owing to the high cost of all classes of material. At Fredericton, building tradesmen were well employed and skilled labour was in demand. At Montreal, the building contractors were busier in the latter part of May than they had been for some time. Quebec, Sherbrooke and St. Hyacinthe all reported business very quiet. At St. Johns and Iberville, the building tradesmen had to look for employment in other industries. Sorel reported building active and carpenters in demand. In Toronto, the building trade was quiet, being mainly confined to the erection of dwelling houses. Hamilton reported a large number of dwellings under construction, with a shortage of building labourers. Niagara Falls reported that at Welland several factory enlargements were projected. At St. Catharines, building was reported active, but at Brockville and Kingston it was quiet. At Belleville, there was some activity in the erection of dwelling houses, while at Peterborough building operations were more active than they have been for the past two years. At Galt, building was active, and many foundry extensions have been projected. At Brantford, building was reported as very active. At Windsor, the building trades were very quiet, and at Sault Ste. Marie a few cheap dwellings were being erected. At Winnipeg there was sufficient work in the building trades to use the available labour. Brandon reported many dwellings being built, but no public buildings. At Regina the building trades were fairly well employed. Vancouver reported a slight improvement in the building trades, but that it was still dull. New Westminster reported building at a standstill. The value of the building permits issued in 35 cities increased from $3,024,785 in April to $4,838,953 in May, or 59.9 per cent. As compared with May, 1917, there was an increase of $1,005,889, or 26.2 per cent.

Lumbering

Westville reported the lumbering industry extremely active. St. John reported that all the drives on the upper St. John river were in safe waters; the saw and shingle mills were running full time. The lumber mills at Newcastle were handicapped by shortage of labour, some of the mills had decided not to cut this year on that account. Stream driving was hampered by lack of sufficient water and many of the drives were checked and will not be brought into the booms until next spring. Forest fires caused some damage. At Fredericton, the river booms employed a large number of men, and the mills were working to capacity. At Montreal, the lumber firms were fairly busy working on orders from the United States. Quebec reported a very favourable season at log driving, the water not having risen too rapidly and its height having been maintained by heavy rains. Some of the sawmills in the district had already started their season's cut, but reported difficulty in obtaining men. Sherbrooke reported lumbering quiet and saw and shingle mills fairly busy. Lumbering operations at Peterborough were very brisk, all the mills having started cutting. Owen Sound reported sawmills idle as the supply of logs had not come in. Fort Arthur and Fort William reported a very busy month for river driving, the abundant rains having cleared the rivers and given the lumber camps a chance to get their logs down; many men joined the summer camps as tie makers. At Prince Albert, the lumber mills were operating by day and

night shifts. Calgary reported a constant demand for men in the lumber camps and sawmills. Fernie reported that the Olson camp of the Elk Lumber Company suffered considerable damage by fire. Vancouver reported lumbering very busy, with scarcity of skilled workers in all branches; wages paid were very high, in some cases $5 for semi-skilled, and $7.50 for skilled labour. Saw and shingle mills were running day and night. At New Westminster, the saw and shingle mills were very busy. Nanaimo reported logging camps and sawmills in the district were working to capacity and very short of men. At Victoria, the logging and lumbering industry continued to grow; thousands of men were employed last month cutting spruce timber in Northern British Columbia.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING MAY, 1918

DURING the month of May the Department received reports from three Boards of Conciliation and Investigation which had been appointed to inquire into disputes affecting (1) the Sandwich, Windsor and Amherstburg Railway Company and its motormen and conductors; (2) the Canadian Collieries (Dunsmuir), Limited, and certain of its employees at Union Bay, B.C., and (3) the Hull Electric Company and its conductors, motormen and various other employees. In the first and third cases the findings of the Boards were declared acceptable to both the employers and employees; in the Canadian Collieries dispute a minority report was made by Mr. Naylor, the nominee of the employees, but information to hand at the end of the month did not indicate that any cessation of work occurred.

Ten applications for the establishment of Boards received attention during the month, details of which are given hereunder.

Applications Received

An application was received from the machinists, specialists, etc., in the employ of the Toronto Railway Company, members of the International Association of Machinists. The dispute involved wages, overtime rates and hours, and 25 employees were said to be directly affected and all other employees indirectly. After the application was received, direct negotiations were renewed looking to a working agreement. No agreement being reached, however, a Board was established, Mr. H. H. Dewart, K.C., Toronto, being appointed on the recommendation of the company, and Mr. Fred. Bancroft, of Toronto, on that of the employees. At the close of the month the chairmanship had not been filled.

An application was received from the employees of the Canadian Express Company, members of the Canadian Brotherhood of Railway Employees, for a Board to deal with a dispute resulting from the dismissal of certain employees and the removal of a messenger from the Edmonton-Prince George run. The number affected was given as 1,300. This application was the occasion of considerable correspondence. The situation disclosed at the end of the month was held not to justify the establishment of a Board.

An application for a Board was received from the motormen, conductors and barnmen of the London Street Railway Company, members of Local Division No. 741 of the Amalgamated Association of Street and Electric Railway Employees of America. The dispute resulted from a demand of the employees for the acceptance of certain amendments to a proposed schedule concerning wages, hours and working conditions. The Minister established a Board as follows: His Honour Judge L. B. C. Livingstone, Welland, chairman, appointed by

the Minister in the absence of any joint recommendation from the other Board members; Mr. F. H. McGuigan, Toronto, the company's nominee, and Mr. Chas. Ferguson, London, the employees' nominee. The number affected was given as 197.

An application was received regarding a dispute as to wages, hours and working conditions between the Goold, Shapley and Muir Company, Limited, of Brantford, and its employees engaged in the manufacture of munitions and farm implements. The application came from the employees, members of Local No. 607, International Association of Machinists, the number affected by the dispute being given as 49 directly and 115 indirectly. Mr. Fred. Bancroft, of Toronto, was appointed a member of the Board on the recommendation of the employees concerned, but further Board procedure became unnecessary, a settlement being effected by direct negotiations between the parties concerned.

An application was received from the leather workers, to the number of 101 directly and 100 indirectly, members of the Leather Workers Union, employed by Messrs. A. Davis and Sons, Limited, of Kingston, on certain war work. The dispute arose out of the alleged dismissal of an employee on account of his connection with the union, the employees demanding his reinstatement without loss of pay. A Board was established as follows: His Honour Judge R. D. Gunn, Ottawa, chairman, appointed by the Minister in the absence of a recommendation from the other two members of the Board; Mr. J. F. Whiting, Kingston, appointed on the recommendation of the company, and Mr. Tom Moore, Niagara Falls, on the recommendation of the employees.

An application was received from the civic employees of the Corporation of Winnipeg, members of Civic Employees Federation No. 4, for a Board to deal with a dispute growing out of a demand on the part of the employees for the acceptance of a proposed schedule involving increased wages. The employer in this case being a municipality, a Board could not be established only by the mutual consent of the parties concerned, and under Section 63 of the statute. The Corporation of Winnipeg agreed, however, to the reference of the dispute under the terms of the statute, and a Board was accordingly established as follows: Mr. F. N. Black, Winnipeg, chairman, and Messrs. James Auld and Rowland F. McWilliams, both of Winnipeg, nominees of the Corporation of Winnipeg and the employees, respectively. The chairman was appointed on the joint recommendation of the other members.

It may be remarked that the application was received at the time of much industrial unrest in Winnipeg consequent upon strikes which had been declared by civic employees, members of other organizations than Civic Employees Federation No. 4. An application was received by telegraph from the Corporation of Winnipeg for the establishment of a Board to deal with these various disputes, namely: (1) electrical workers, (2) waterworks employees, (3) teamsters and chauffeurs, and (4) firemen. This dispute also fell within the statute only by mutual consent of the parties concerned, and the employees not concurring no action could be taken. An inquiry before the Board in the matter of the dispute between the Corporation of Winnipeg and members of Civic Employees Federation No. 4 proceeded, but the report had not been received at the close of the month.

An application was received from the dining car employees running between Calgary and Vancouver on the Canadian Pacific Railway, members of the Canadian Brotherhood of Railway Employees, in connection with a dispute arising from the alleged dismissal of certain employees who were union members and their replacement by negroes, the number affected being given as 205 directly and 500 indirectly. A Board was established, and Messrs. A. E. James and V. R. Midgley, both of Vancouver, were apponted members thereof, the former by the Minister in the absence of a recommendation from the company, and the

latter on recommendation of the employees. At the close of the month the chairman had not been appointed.

An application was received from the motormen and conductors of the Brantford Municipal Railway Company, members of Local No. 685 of the Amalgamated Association of Street and Electric Railway Employees of America, the employees affected numbering 36. The dispute related mainly to a demand for increased wages. The employer being a municipality, a Board could be established in this case only by mutual consent of the parties, and while this point was under discussion the dispute was settled by direct negotiations between the parties.

The employees of the Vancouver Gas Company, engaged in the manufacture and distribution of gas, members of the International Brotherhood of Stationary Firemen, Oilers and Gas Workers, made application for a Board to deal with a dispute involving a demand for increased wages. The number affected was stated to be 65. At the close of the month the application was under consideration.

On May 31 an application was received from the civic employees of the City of Victoria, members of the Civic Employees Protective Association, in connection with a dispute affecting approximately 250, and having to do with a demand for increased wages. This application was under consideration at the close of the month.

Other Proceedings under Act

Reference is made in the May number of the *Labour Gazette* to an application in connection with a dispute between the Canadian Northern Express Company and its employees, members of the Canadian Brotherhood of Railroad Employees. The application grew out of a demand for the adoption by the company of a schedule providing for increased wages and improved working conditions, the number of employees affected being 315. A Board was established, Messrs. C. E. Dafoe and D. Campbell, both of Winnipeg, being appointed members thereof, on the recommendation of the employer and the employees respectively. Shortly after the close of the month the chairmanship was filled by the appointment by joint agreement of the Honourable Mr. Justice Mathers, of Winnipeg.

In the May issue of the *Labour Gazette,* mention is made of an application relating to a wages dispute between the Nicholas Chemical Company, Limited, and employees engaged in mining and stripping of ore at the company's mines at Goudreau, Ontario, to the number of 18, members of the International Brotherhood of Steam Shovel and Dredgemen. Further communications received in this matter indicated that direct negotiations promised to secure a settlement.

In the May issue of the *Labour Gazette,* reference is made to an application from the trackmen employed on the Pere Marquette Railroad lines in Canada, and to the appointment of Mr. J. G. O'Donaghue, Toronto, as a member of the Board which was established on the recommendation of the employees. During the month of May the Board was completed, His Honour Judge Dromgole, Sandwich, Ontario, being appointed to the chairmanship by the Minister in the absence of a joint recommendation from the other two members of the Board, and Mr. R. L. Brackin, a member on the recommendation of the company.

Report of Board in Dispute between the Sandwich, Windsor and Amherstburg Railway Company and its Motormen and Conductors

THE report of the Board of Conciliation and Investigation, to which had been referred certain differences between the Sandwich, Windsor and Amherstburg Railway Company and its motormen and conductors, members of Division 616 of the Amalgamated Association of Street and Electric Railway Employees of America, was received. The dispute was said to affect 80 employees and resulted from the latter's demand for the adoption by the company of a schedule providing for increased wages and improved working conditions. Subsequently word was received from one of the employees alleging that one of their number, Stanley Wardell, had been unjustly dismissed, and asking that this matter should be included in the Board's investigation. A Board was established by the Minister, Mr. Malcolm G. Campbell, Windsor, being appointed chairman on the joint recommendation of the other two members—Messrs. E. G. Henderson and F. C. Kirby, both of Windsor, who were appointed on recommendations received from the employer and employees respectively. The report of the Board was unanimous, and included an agreement signed by both parties concerned, all points in dispute being settled with the exception of that having reference to the dismissal of Stanley Wardell; it was decided that this last question was not within the jurisdiction of the Board.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Sandwich, Windsor and Amherstburg Railway Company, employer, and its employees, being motormen and conductors, members of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America, employees.

Windsor, Ont., April 30, 1918.

Sir,—

Your Board of Conciliation and Investigation in these matters beg leave to advise the Minister that the matters in dispute have been adjusted and reduced to agreement in writing, in triplicate, one original of which is enclosed herewith, signed by the manager of the company and by the representatives of the employees authorized to enter into the agreement by resolution of a general meeting of the employees, held April 22, 1918.

This disposes of all matters referred to your Board, except the dismissal of Stanley Wardell, which matter you have been pleased to withdraw from the Board by your telegram of April 20, 1918, for the reason that it is beyond the jurisdiction of the Board under Section 2, Sub-Section "E" of the Act, it being definitely disclosed to the Board that the cause of dismissal involves matters constituting an indictable offence.

The sessions of the Board were held April 3, 8, 9, 10, 11, 12, 15, 16, 17, 19, 20 and 22.

The Board has notified the employees and the company that it shall not proceed with the Wardell investigation for the reasons above stated.

We enclose herewith memo. of disbursements, etc.

We have the honour to be,

Sir,

Your obedient servants,

(Sgd.) M. G. CAMPBELL,
Chairman.
(Sgd.) ERNEST G. HENDERSON.
(Sgd.) FREDERICK E. KERBY.

The Hon. Thos. W. Crothers, K.C.,
Minister of Labour,
Ottawa, Ontario.

(NOTE.—It should be perhaps remarked with reference to the Wardell case that the reply made to the enquiry received by the Minister was not precisely in the nature of a direction to the Board and was not intended to be regarded as a direction, but rather as a statement of fact, the message in question, dated April 20, and signed by the registrar, being as follows "Your message received. Minister was of course unaware of cause of dismissal. If enquiry discloses cause to have been of nature you indicate, dismissal becomes a matter outside jurisdiction of Board. Situation is covered by Section two, paragraph E.")

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Sandwich, Windsor and Amherstburg Railway Company, employer, and its employees, being motormen and conductors, members of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America, employees.

At a general meeting of the motormen and conductors, employees of the S. W. & A. Railway, held at Windsor, Saturday evening, April 20, 1918, for the purpose of considering the adoption of the agreement submitted by the Board of Conciliation and Investigation constituted under the Industrial Disputes Investigation Act, 1907, it was resolved that the said agreement be ratified and adopted by the employees, and that Richard Burgess and Arthur Chenier, recording secretary, be delegated and appointed and fully accredited to sign the said agreement in triplicate, on behalf of the employees.

Dated at Windsor, this twenty-second day of April, 1918.

(Sgd.) RICHARD BURGESS.
(Sgd.) ARTHUR CHENIER,
Recording Secretary.

This agreement entered into in triplicate the twentieth day of April, A.D. 1918, between the Sandwich, Windsor and Amherstburg Railway Company, their successors and assigns, hereinafter called "the company," parties of the first part, and the motormen and conductors, employed by the said company, represented by the parties who sign this agreement, being their duly accredited representatives, hereinafter called "the employees," parties of the second part.

Witnesseth—1. That for the purpose of enabling harmonious operation of the company's system for the period hereinafter set out, the parties mutually agree that should any difference arise out of this agreement, or should any other matters arise which may not appear to be provided for in this agreement, the company's properly accredited officers shall at all reasonable times receive and give hearing to such officers and representatives which the employees shall nominate from their own number, regardless of the fact that such officers or representatives may be a member of a committee, or a member of Division 616 of the Amalgamated Association of Street Railway Employees of America.

2. That the day's work for all motormen and conductors shall be from nine (9) to ten (10) hours, to be completed within twelve (12) consecutive hours, so far as practical and possible. The runs to be as nearly equally divided as possible between two crews, to be known as early and late runs, and when practical to do so the present schedule shall be arranged to provide for this.

3. The company will not discriminate against any employee by reason of his being a member of Division 616, and any employees who are members of any committee of the employees, or are officers of any association of the employees, or delegates to conventions of street railway men, shall be entitled to leave of absence for the purpose of attending conventions or of doing such committee work without losing any privilege.

4. If any man is off duty during a "sign up" and cannot be present, someone appointed by him shall make choice for him and he shall work the run so chosen until the next "sign up."

5. Any employee against whom charges may be received will be required to report when off duty to the superintendent. His case will be considered by the proper officers and dealt with according to the rules and regulations of the company, but any employee against whom such charges are made shall have the right of appeal to the general manager or president and may bring with him any committee or delegation of his fellow employees as defined in Section 1, and if upon such investigation it is proven there was not sufficient cause for his suspension or dismissal, he shall be reinstated in his former position and paid for all time lost at schedule rate.

6. All cars shall be properly cleaned, oiled and equipped and fires laid by barn men at Windsor barns, prior to the car men taking out car for the run.

7. All cars shall be properly equipped with good brakes, fenders and modern sanders, as required by the provisions of the Ontario Railway Act.

8. The rate of wages to be paid shall be as follows for the motormen and conductors:

First six months	35c per hour,
Second six months	37c per hour,
Second year	38c per hour,
Third year and after	40c per hour,

and an additional allowance of 1 cent per hour, exclusive of overtime, shall be paid to all classes of conductors and motormen in lieu of uniforms. Caps and badges will be supplied free by the company and all men will be expected to be in suitable uniform clean and tidy when on duty.

9. No regular motorman or conductor after finishing his run shall be required to do extra work if there are competent extra men available, and the company will endeavour at all times to provide sufficient extra men so that the regular men will not be required to do extra work except when it is absolutely necessary. In such cases regular men will be paid 6 cents per hour extra. All motormen and conductors training students shall be allowed 40 cents per day extra for such work.

10. All spare men who have been notified and show up at the barn for work at 5.45 a.m., 11.00 a.m. and 4.00 p.m., and who fail to procure work, shall be paid no less than one (1) hour's time for each such attendance.

11. That all conductors and motormen shall have their respective positions on the Board in accordance with their seniority and that they shall be entitled to select runs according to their length of service with the railway in the following manner:

Schedule shall be posted (5) days before going into effect. Each motorman and conductor shall have the right to select his run thereon according to his continuous age in the service of the railway, and he shall thereafter hold the run thus selected until the next sign up. There shall be a sign up at each change of schedule, also about New Year's. Provided, however, that in the event of any vacancies, the first extra shall fill said vacancy for a period not to exceed five days, whereupon motormen and conductors being next in rank below such vacancy shall have the right to re-select their runs.

12. Men called up to do tripper work shall not receive less than one hour's time for each tripper they are required to operate. If the time required for run exceeds one hour then one and one-half hours shall be allowed, unless it exceeds one and a half hours and is under two hours, in which case two hours shall be allowed.

13. Claims for shortage against conductors shall be made within seven days after the date of said shortage and the claim for shortage shall be accompanied by the trip sheet of the day said shortage

occurred. Each conductor on cars equipped with Ohmer registers will, upon request, be shown the register reporting sheet for the day of said shortage.

14. That all bulletins, notices and rules not appearing in the book of rules of the said company shall be posted in the barns and office during the time they are in force and signed by the proper officials.

15. That there be placed in the office at the car barns an open book, said book to be dated three (3) days ahead, in which each man can register the particular day or days on which they wish to get off, and the men registering first for any particular day or days shall have first privilege, provided, however, that in case of officers and committeemen of the association having business for the association the station foreman shall make a special effort to release them.

16. All employees to be furnished with transportation over the company's lines.

17. Men who are required to go to either Amherstburg or Tecumseh to relieve men stationed there shall be paid for deadheading both ways.

18. Schedule freight cars that run daily shall be posted as regular runs.

19. That in the case of the schedule on the interurban lines becoming irregular, the despatcher shall remain in the office until the schedule is readjusted.

20. That the office of the car barns be supplied with tickets, change and stationery at all times and the main office to be open from 7.30 a.m. until 9.30 p.m.

21. Motormen shall not be used as conductors or vice versa except in case of absolute necessity.

22. That signals shall be placed at approaches of derail at Amherstburg and a light shall be placed at loop in Sandwich.

23. That a new and up-to-date rule book be provided.

24. That all new headlights installed shall have modern adjustable dimmers.

25. This agreement and the provisions hereof shall be deemed to be in force and binding on both parties as from the first day of April, 1918, and shall continue in force and be binding upon the respective parties hereto until the first day of April, 1919, and from year to year thereafter unless changed by the parties hereto.

Either party desiring a change in any section or sections of this agreement shall notify the other party in writing of the desired change or changes 30 days prior to the end of the year, which is the first day of April. In the event of such request, the agreement will be opened for the consideration of the change or changes requested. In the event that by conference an agreement does not obtain as to the said requested changes, the subject matter in dispute shall be submitted to arbitration in accordance with the law of the Dominion of Canada governing such disputes. In the event that no change is requested, this said contract to continue from year to year with the provisions that changes will be subject to the procedure as outlined for the first year.

In witness whereof the parties hereto have set their hands and seals, this twentieth day of April, A.D. 1918.

Sandwich, Windsor and Amherstburg Railway Co.:
(Sgd.) SIDNEY S. ANDERSON.

Signed on behalf of the employees:
(Sgd.) RICHARD BURGESS,
(Sgd.) ARTHUR CHENIER,
Their accredited representatives.

In the presence of:
(Sgd.) M. G. CAMPBELL.

On behalf of the employees:
(Sgd.) FREDERICK E. KERBY.

Report of Board in Dispute between the Canadian Collieries (Dunsmuir), Limited, and certain Employees

THE report of the Board established in connection with the dispute between the Canadian Collieries (Dunsmuir), Limited, Union Bay, B.C., and certain of its employees was received. The report was signed by the chairman, the Honourable Mr. Justice D. M. Eberts, and Mr. Thomas R. Stockett, the employer's nominee. About 30 of the employees were directly affected by the dispute, which had to do with a demand for the payment for overtime. The Board did not concede the demand. A minority report was received from Mr. Naylor, the nominee of the employees.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian Collieries (Dunsmuir), Limited, employers, and certain of its employees, being machinists, blacksmiths, moulders, carpenters and their helpers and outside labourers at Union Bay, B.C., employees.

To the Honourable T. W. Crothers, K.C.,
Minister of Labour,
Ottawa.

The Board of Conciliation and Investigation appointed herein under the provisions of the above mentioned Act, and composed of Joseph Naylor, of Cumberland, B.C., miner, representative of the employees; Thomas R. Stockett, M.E., of Vancouver, B.C., representative of the employers, and the Honourable Mr. Justice

David McEwen Eberts, appointed by the Minister of Labour in default under Section 8, subsection 4 of said Act, beg to report as follows:

The sittings of the Board were held at the school house, Union Bay, on the fourth and fifth of April. The employers were represented by Frank Sawford, the company's master mechanic, and Thomas Graham, their general superintendent, and the employees were represented by John William Hill, machinist, Edward H. Wilkinson, machinist, and A. C. Dunn, moulder.

The scope of the matter of the investigation asked for by the employees was that there might be "a resurrection of a system of paying overtime which was taken from them during the days of depression in 1914." At the ouset of the proceedings the chairman suggested the advisability of a further conference between all parties concerned with a view of arriving at a satisfactory understanding without an arbitration, and after some short discussion it was agreed to adjourn until 2 p.m. with the above object in view. At 2 p.m. Mr. Hill, one of the employees' representatives, reported that the boys had talked it over and had decided to let it go to the arbitration board. Mr. Graham, representing the employers, wished to have the scope of the Commission defined as it was never intended that the scope of the Commission included carpenters and moulders who had made no application for any change in their condition, nor was it to include outside labour, as time and a half and double time never existed as far as they (outside labour) were concerned. After some further discussion it was finally agreed that the scope of the arbitration should extend to the contention of the machinists, blacksmiths, boilermakers, moulders and car shop carpenters, all of whom belong to the shop, but did not include outside labour of any kind.

A short history of the case as it appears to us from the evidence placed before us is this:

The coal mines of the company are situated on Vancouver Island and are from 10 to 15 miles inland. The docks where all the coal from the mines is shipped are at Union Bay and the mechanical shops of the company have always been at Union Bay. The mines of the employers, the railway from them to Union Bay, the wharves and chutes and workshops at the latter place were purchased in November, 1910. At the time of the purchase the men in the machine shops of the employers at Union Bay were being paid time and a half for overtime until 10 oclock and double time after, and double time Sundays and holidays. Eventually there was friction caused in this way: It was often necessary to send men from the Union Bay shops to carry out repair work in conjunction with the local repair men at the mines (who were paid straight time) and the employers finally decided the only fair way to do was to drop the overtime rate of pay at the Union Bay shops so that all the men would be on the same basis, and a notice to that effect was posted and came into effect the first of December, 1914 (see Exhibit A), and this has been carried out since, except a concession (which has been in force since the first of December, 1914) to the effect that overwork on Saturdays was to be paid 8 hours work 9 hours pay, and on Sundays and holidays (the latter being Christmas Day, New Year's Day, May 24th (Victoria Day), First of July (Dominion Day), the pay for overtime was to be at the rate of 9 hours per day for 7 hours work, and the pay (if the men left the shops) to commence from the time of leaving till return to shops, including payment for meals while working away from the shops, and sleeping accommodation in case the work they were engaged on necessitated their absence from home for a night or nights, and transportation to and fro. In August, 1916, there was an increase in pay to the machinists, boilermakers and blacksmiths, but the rates were graded covering first class machinists and second class machinists, and similarly with boilermakers and blacksmiths. The first class machinists were advanced from 38 8/9ths cents per hour to 41⅔ cents—$3.75 per day; the boilermakers from 44 4/9ths cents to 47 29ths cents per hour=$4.25, and the blacksmiths the same. This advance was made without demand on the employers. In January, 1917, the employers added a war bonus of 5 per cent on the wages. In June, 1917, there was dissatisfaction in the car shops of the employers at Union Bay, and a demand made for increase in pay, and it was then agreed that the men in the shops at Union Bay should be paid the same as those in similar employment in Nanaimo, that is, those men who were working in shops operated in conjunction with the coal mines, as part and parcel of the mines. This seemingly has been carried out to the letter since, any advance in pay in shops at Nanaimo a similar advance was immediately made at Union Bay. By this arrangement the base for machinists was counted at 39 cents plus 10 per cent at Nanaimo, and at Union Bay shops the pay was made to compare with the Nanaimo scale of wages, Union Bay men thus getting 42 9/10ths plus the war bonus of 5 per cent=$4.04. In July, 1917, the base rate at Nanaimo was increased 2 cents and correspondingly Union Bay was increased the same. This additional rate of 2 cents at Nanaimo was granted in lieu of overtime and was accepted in Union Bay according to the agreement, in other words any change taking place in the shops at Nanaimo would automatically take effect in the shops at Union Bay. In December, 1917, there was a further war bonus given by the employers of 10 per cent, making in all by way of war bonus 25 per cent. At present the rate of wages paid to machinists is $3.69 base wage plus a war bonus of 25 per cent and the ten per cent of August, 1916, making together $4.98 per day (it may be here noted that while the Commission was sitting, an

advance of 50 cents a day was posted in Nanaimo to take effect on April 16, which automatically applies to shops at Union Bay, the daily pay now being $5.48). It was advanced with some force by the employers that employees at Union Bay have free water, and best coal at $2.50 a ton, with free transportation from the mines to Union Bay, a distance of 17 miles. It was strongly urged by the employees that the shops at Union Bay were custom shops instead of as contended by the employers "as shops in connection with and part of their coal mining operations." It did come out in evidence that from time to time a little outside work was done, but in analyzing it it will be found, we think, that any such work was done for persons in distress, and in the vicinity of their shops, which are a long way from regular custom shops at Vancouver and Victoria. This, we think, is the correct view, as the employers discountenance custom work of every kind as they have no way of recouping themselves for overtime as is done in regular in custom shops by an additional charge to the customer, and, in fact, the employers assert that the custom shop hires and discharges its employees with the fluctuation of work on hand, while their employees are steadily employed every day the year round, and while they admit that overtime is now asked for by the employees with a legacy that came to them in purchasing the mine they discontinued that mode of payment on the first of December, 1914, as it was a custom not allowed by any shop operating in connection with coal mines in British Columbia or any province in Canada nor in the United States.

The Board have not touched in this report on the question of the wages of the moulders as they are paid in a different way, their wage base being increased in keeping with the weight of metal produced, which appeared to be satisfactory to them from the remarks of their representative. It will be seen by the evidence that heretofore Christmas Day, New Year's Day, May 24 (Victoria Day), and July 1 (Dominion Day) were the holidays observed by the employers. At the meeting, Mr. Graham made the announcement that from then on Labour Day would be added to the list of holidays and observed by the employers.

The arbitration was carried out in a most friendly spirit, the men speaking most highly of the company and its officials. The employees appeared to be very satisfied with their environment.

The majority of the Board, after giving the whole of the matters placed before them their best consideration, have come to the conclusion that it would be inadvisable at the present time to report in favour of any change in the manner of pay to the employees, and regret exceedingly that they are unable to make their report unanimous.

Dated at Vancouver, B.C., the tenth day of May, A.D. 1918.

(Sgd.) D. M. EBERTS,
Chairman.

(Sgd.) THOS. R. STOCKETT.

Minority Report

Cumberland, B.C., June 4.

Mr. T. W. Crothers,
Minister of Labour.

Hon. Sir,—

Being compelled to make a minority report through my inability to agree with Mr. Eberts and Mr. Stockett, I hereby give my opinions in brief as to the reasons why I cannot agree with them. To be candid, I cannot agree with them in one instance—why these men should be turned down, for it seems to me that if they had had an impartial Board there was only one conclusion, for although they claim that overtime is not paid extra in the coal industry, it was proven without a doubt by "Exhibit A" that it had been paid for years in these shops where this controversy took place. It was also proven that the system of payment of overtime was taken away from these men in the days of depression in 1914, when there was no overtime being worked, and at a time when it was almost impossible for the men to get a job elsewhere. It was claimed by Mr. Sawford, a witness for the company, that the system of payment of this overtime was causing friction, but when I pressed him to name the individuals who were dissatisfied, he had to admit that the friction was between the officials of the company and not the men, and, furthermore, I have lived in this community for quite a number of years and been president of the local union for a few years and I have never been notified of this

friction, and where is a complaint most likely to be lodged, in a union hall or outside? There is no doubt left in my mind but that these men were taken advantage of at a time when they were economically bound. And, again, Mr. Sawford and Mr. Graham admitted they had paid overtime in the shape of putting in extra shifts to the men, and it is done to-day both inside and outside of the mines and every man engaged in the industry knows it, but the fact of the matter is they have an autocracy and intend to hold on to it. They don't want any recognized condition which gives to the employees the slightest privilege. They want to forever hold the bleeding lash above the backs of the workers. They want favourites who they can pay overtime, and others that they can ride roughshod over in any fashion. And in taking the evidence, Mr. Graham many times stated that this controversy had to be considered from conditions as they existed when this trouble commenced, but instead of us taking it from this position, Mr. Eberts and Mr. Stockett insist on harping on a 50 cents increase that the employees have received since this investigation started and which is not and cannot be a part of this controversy. For these reasons, firstly: Mr. Graham's stubbornness for the investigation to be taken on conditions as they existed when this trouble started; secondly: this 50 cents is in no way connected with an overtime basis. This controversy is not on a wage schedule, but a demand by the men to resurrect a system of payment that had been taken from them at a time when it was impossible for them to make an objection; thirdly: that if this 50 cents is taken into consideration, then their whole wages should be taken into consideration, and by doing this we find that their straight wages are away below Vancouver or Victoria, without bringing into consideration the loss of overtime; so where Mr. Eberts gets his decision from I don't know. And, again, Mr. Eberts and Mr. Stockett claim that these men received 2 cents per day on their base rate, when Mr. Graham clearly states in his evidence that he never mentioned overtime to these men when giving them this magnificent raise, but told them it was to bring their wages up to Nanaimo, and the men had not the slightest idea before this investigation opened that it was in lieu of overtime. And, again, at the present time the flat rate is $3.69 per day, while in Vancouver and other places the flat rate is $6.00 or over. These men are brought a little nearer the schedule by war bonuses, but not equal to their craftsmen in other places, and should the war cease to-morrow these men are liable to be struck down to $3.69, while in other places the wage will still be $6.00, besides their overtime, and putting these two items together it would leave the men at the shops at Union Bay 100 per cent below their fellow craftsmen in other places; and, taking the supposed concessions these men are receiving, it is This means that out of this about 20 tons per month are being transported for these men, and, according to Mr. Eberts, this needs great emphasis, and, furthermore, when this coal is only imaginary, for the water is entirely a natural thing, being taken from a creek that ran before there was any thought of the Canadian Collieries, but the company had to build a dam for their locomotives and other accessories to the plant, while the tenants did the other work, such as digging ditches and laying pipes, etc., etc. And I also maintain that the company loses nothing on the coal at $2.50 per ton, and Mr. Graham never showed, nor attempted to show, any proof of this. He just made an assertion, and I am sorry that just mere assertions should be taken in cases of such significance. There are 30 men in this controversy and great emphasis is being laid on transportation. Now there is not more than 20 of these men that are directly getting coal, and they are allowed one ton per month, or 12 tons per year, and this company is bringing down from 1,000 to 2,000 tons per day to the wharf. delivered it is $3.50 per ton and not $2.50; and these men are paying 14 cents a kilowatt for electric lights, the highest figure that I know of on this continent. And when this controversy opened the company claimed that these shops were repair shops, but when shown that they were construction shops as well they changed their argument along different channels and called them service shops; and, again, it was proven without a doubt that they did custom work as well, and it may be true that custom shops hire and discharge their men according to the fluctuations in trade, and so will the Canadian Collieries unless they have a value or a potential value. In submitting my minority report, I am exceedingly sorry that the Government was unfortunate in not appointing an impartial Board.

I remain,

Yours for true justice,

(Sgd.) JOE NAYLOR.

P.S.—I have had a meeting of the men and they unanimously turned down the decision and believe they have been treated extremely unfair.

Report of Board in Dispute between the Hull Electric Company and its Motormen, Conductors, etc.

A REPORT of the Board of Conciliation and Investigation appointed to deal with the dispute between the Hull Electric Company and various classes of its employees, being motormen, conductors, etc., numbering approximately 140, was received. The dispute grew out of the men's demand for increased wages, reduced hours and refund of charges made for repairs to cars as a result of accidents. The Board was composed as follows: His Honour Judge R. D. Gunn, Ottawa, chairman; Messrs. G. D. Kelley, Ottawa, and Fred. Bancroft, Toronto, nominees of the company and the employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two members. The report is signed by the chairman and Mr. Bancroft, and contains a schedule of proposed increase in wages, also recommendations of means by which the other matters in dispute may be overcome. A minority report was received from Mr. Kelley, the company's nominee. Word was received that both parties had accepted the majority award in this matter.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Hull Electric Railway Company, employer, and its Conductors and Motormen and various employees, employees.

To the Honourable
The Minister of Labour.

The Conciliation Board appointed by you to investigate this dispute have at a time and place agreed upon in the city of Hull been in session and were attended by Mr. Joseph Gibbons, Vice-President, Amalgamated Association of Electric Railway Employees of America, Mr. Joseph A. Noel, Chairman of Men's Committee and William A. Sutherland, Napoleon Seguin, Moses Renaud and Joseph Noel, members of Men's Committee, representing the employees, with Mr. Gordon Gale, Vice-President, and Mr. Meach, Superintedent of Company, representing the company.

It appeared and should be stated that there are one main line and two branches operated by the company as an electric railway, having the main terminal at or near the Chateau Laurier, with turn around points for main line at Queen's Park, Aylmer, P.Q., and for branches on Chelsea Road and for Belt Line at covering a total distance of thirty miles. There are about 140 men directly affected in the various employments as conductors, motormen, trackmen, switchmen, shop and substation employees, trolley and line men, station agent, and others. It is generally conceded that the holiday and Sunday traffic in season provides the most revenue producing results, while the ordinary or week-day traffic is subject to fluctuation and conditions exist that are not duplicated, and no other system gives a fair comparison on many of the subjects submitted to us.

There has been a very full and complete set of rules approved by the Board of Railway Commissioners for Canada in force for direction of the employees since A.D. 1913, and by agreement made about the same time rates of pay were fixed and remained in force until June, A.D. 1916, when a further agreement was made whereby the present rates of pay were put in effect until the 30th day of April, A.D. 1918, and in the reseult it appears that an advance equivalent to two cents per hour for the men paid by the hour and $5.00 per month for the men paid by the month was granted in June, 1916, and that is the only increase in rates since 1912 that has taken place.

It is not out of place to state here that the coaches, electrical equipment, power plant and substation, machinery, road and tracks, are all first class and up to date and demand a high degre of skill, efficiency and responsibility from the trained staff of employees. Nor have we overlooked the possibilities and earning power of the system.

The demand made by the employees requires an advance of sixty per cent in present rates of pay in all the various employments and the usual time and one-half for Sunday, holiday and all overtime work beyond a nine-hour per day basis, and some amendment to the working rules that carry increases in rates and provide betterment in working conditions and re-arrangement of the operating schedules that will give uniformity in working hours.

The Board have very carefully and exhaustively examined and investigated all the different demands of the men in presence of the parties above mentioned and have made every effort to obtain an adjustment of the differences in the dispute by negotiation that was reached on the running schedules, which we understand have been arranged to suit the employees.

The demands of the employees are based on the two well-known grounds: (1) rapidly increasing cost of living, and (2) rates for similar services in other company schedules operating electric railways, and many other fields of labour. The employees are all members of Division 591 of Amalgamated Association of Street and Electrical Railway Employees of America and are well-informed and have presented much evidence in support of their representations and claims.

The company in their answer practically admit or concede an increase of thirty-two per cent in the cost of iving since A.D. 1913, or the time when rates of pay were first fixed, but claim that a ten per cent increase, as before mentioned, was granted the employees in 1916, and represent that "the company might be asked to assume an additional expense represented by an increase of 11 per cent in wages and the employees 'carry on' with these additional wages and undergo some of the hardships which are being experienced and self-denials which are being made by our soldiers," and submitted as well many other arguments and representations in support of their opposition to serious or costly increases, all of which have been very carefully considered and weighed.

It is the opinion of the undersigned members of the Board after the most full deliberation upon and earnest analysis of the representations of the parties and all the other circumstances and contentions, that the claims of the employees that the present rates are inadequate and their demands for increased rates of pay are well founded, and we have concluded after reviewing all the circumstances that the rates set out in schedule "A" hereto be recommended as the rates of pay for the various employments mentioned and should be accepted by all concerned.

In view of the increase in rates recommended and for other reasons that are apparent to the parties, we are of te opinion that the overtime rates of time and one-half should only apply to such service rendered as the company requires from any employee in excess of his regular working hours as agreed upon by the parties and as at present in force.

The other amendments proposed carrying increased rates are not of such material importance to the employees that under present conditions we can recommend the adoption of any of them. To avoid disputes we respectfully suggest and recommend that the Superintendent or other officer of the company arrange so that the bundles of newspapers may be delivered to the conductor on the car if he is to be held responsible for their safe delivery at some convenient point and that the practice as to receipt and delivery of mail be continued without extra cost to the company.

We also recommend that the practice as to supply of uniforms as at present arranged be continued and that the men whose length of service entitled them to free uniforms be supplied with pants and overcoats for winter seasons without extra charge.

We also further consider that the demand made for a return of any moneys paid for damages to company's property by the employees is not a matter we can here further entertain. The amendment to the rules proposed by the employees to ensure justice in the investigation of complaints has been considered and we recommend the addition to the rules of the one following:

"That any employee charged with and suspended for any offence against the rules be furnished with a copy of the charge in writing and granted an investigation by the Superintendent promptly upon request, at which he may be represented by any two members of the Grievance Committee and if the charge be not sustained he be reinstated and paid for lost time, and all complaints of the employees be presented by the Committee, or a member thereof selected by them, to the Superintendent or other officer having authority to redress same."

It is our judgment that these recommendations be effective and remain in force for one year from the First day of May, 1918, and thereafter unless terminated by 30 days' previous notice given by the party desiring to change same.

Dated 25th May, A.D. 1918.

(Sgd.) FRED. BANCROFT,
For the employees.

(Sgd.) R. D. GUNN,
Chairman.

SCHEDULE "A" TO REPORT.

Freight crew—

	per month
Motorman and conductor	$105.00
Brakeman	80.00
Trolleyman	75.00

Power plant employees—

	per month
Runners or operators	80.00
Oilers	65.00
Sub-station employees	80.00

	per hour
Trackmen	31 cents
Labourers	30 cents
Linemen	36 cents
Trolley linemen	33 cents

Car barn and shop men, among whom are truck repairers, carpenters, cleaners, blacksmiths, helpers, machinists, troublemen, air inspectors, apprentices, and metermen—a general increase per hour of 10 cents.

Conductors and motormen—

First six months, per hour	29 cents
Second six months, per hour	31 cents
Second year men, per hour	34 cents
Third year men, per hour	36 cents

Snow plow and sweeper work, per hour	39 cents
Flagmen or switchmen, per day	$2.25
Aylmer station agent, per month	110.00

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Hull Electric Railway Company, employer, and its Conductors and Motormen and various employees, employees.

To the Honourable,
The Minister of Labour.

I regret that I cannot concur in the finding of the other members of the Conciliation Board appointed to deal with the above dispute. Careful consideration of the evidence submitted and of the possibilities and the earning power of the Hull Electric Railway Company forces me to the conclusion that the wage increases recommended by the other members of the Conciliation Board are not justified.

In Schedule "A" I have set out the wage list that I believe would be fair to all parties concerned and I have attached thereto explanatory remarks.

I would suggest that the following amendment to the rules governing the operations of the road be made so that the employees may feel they are in a position to have any grievances fully inquired into:

"That any employee charged with and suspended for any offence against the rules be furnished wiht a copy of the charge in writing and granted an investigation by the Superintendent promptly upon request within three days of delivery of copy of charge at which he may be represented by any two employees he selects, and if the charge be not sustained be reinstated and paid for lost time, and all complaints of the employees be presented by such employee or employees as may be selected by them, to the Superintendent or other officer having authority to redress same."

It should be borne in mind in dealing with wages from the Hull Electric Railway Company that cost of living in the City of Ottawa is considerably higher than in the Town of Aylmer, the Village of Deschesnes or even in the vicinity of Hull, the employees of the Hull Electric Railway Company residing principally in these three last mentioned places. Wages paid in Ottawa have therefore in the past always been on a higher scale than those paid in Hull and the villages along the line of the Hull Electric Railway.

In my judgment, the recommendation that I have made should remain in force for two years from the first day of May, 1918, and thereafter from year to year unless terminated by thirty days previous notice given by the party desiring to change the same.

Dated June 4th, 1918.

(Sgd.) G. D. KELLEY,
Member of Conciliation Board.

SCHEDULE "A" TO REPORT.

Freight crew—

	per month
Motormen and conductor	$95.00
Brakemen	75.00
Trolleyman	70.00

Power plant employees—

	per month
Runners or operators	75.00
Oilers	60.00
Sub-station employees	75.00

Trackmen and labourers—

I do not believe that it is possible to fix a definite rate per hour for trackmen and labourers. Works of considerable magnitude have just commenced in the vicinity of Hull, and these works being of national importance, are being rushed to completion, resulting in much higher wages being paid than would ordinarily be the case. For the time being this has upset the local labour market. When these works are completed, which is a matter of but a few months, no doubt normal conditions will again prevail.

To bind the Hull Electric Railway Company to pay a rate of wages now being paid under such special circumstances to men capable of performing duties to be performed by labourmen and trackmen would be unfair.

Car barn and shopmen—

No evidence was submitted on behalf of these men as to the duties performed by them in the car barn and shops of the Hull Electric Railway Co. The company, however, submitted a statement showing the duties of each man, his rate of wages, and submitted a statement showing the current rates of wages which were being paid in the vicinity to men in similar occupations.

According to the statement submitted by the company, but a very few men so employed are skilled workmen and wages run from 15c to 16c per hour for apprentices to 34c per hour for skilled men. An increase of 10c per hour to a boy apprentice would be entirely disproportionate. Considering the likely increase in the cost of living and having regard to the agreement herein continuing for two years, I would recommend an increase to car barn and shopmen of 15 per cent.

Conductors and motormen—

First year, per hour	26c
Second year, per hour	28c
Third year, per hour	30c
Fourth year, per hour	32c

Having regard to the position of the Hull Electric Railway Company, and considering different railways occupying a like or similar position, the above rates would include a justifiable increase. The wages of motormen and conductors employed by the Hull Electric Railway Company in the past have been higher than a number of other roads operated in Canada under somewhat similar conditions, as shown by statements submitted by the Hull Electric Railway Company.

Local conditions have been carefully considered in arriving at the above figures. The operation of the line of the Hull Electric Railway Company differs from that of a company operated within a large and populous city. According to the evidence submitted on behalf of the company, and not seriously contradicted, about 80 per cent of the men now in the employ of the Hull Electric Railway Company are men in fourth year class.

Snow plow and sweeper work—
Two cents increase over ordinary hour pay.

Flagmen and switchmen—

I see no reason for increase herein. The duties performed are exceptionally light, consisting of a fractional part of a day. The positions are given to men who have passed the prime of life and cannot engage in ordinary pursuits owing to some physical defects, disability, etc.

Aylmer station agent—

No mention was made of this position at the hearing and no evidence given in regard to the duties performed, remuneration paid or otherwise.

I am at a loss to deal with the situation existing.

I do not know how the other members of the Board arrive at the amount fixed herein as I had not the benefit of their views on the subject.

(Sgd.) G. D. KELLEY,
Member of Conciliation Board.

INDUSTRIAL DISPUTES DURING MAY, 1918

THIRTY-TWO strikes affecting 14,144 employees were reported as having commenced during May. There were in existence at some time or other during the month 37 strikes directly affecting 14,583 workpeople. The total time loss on account of industrial disputes was estimated at 104,861 working days as compared with 15,671 in April and 257,069 in May, 1917. The time loss occasioned by the 32 strikes which began in May was 101,297 working days, while a loss of 3,564 days is charged to the five strikes commencing prior to May. Termination of dispute was reported in the case of two of the disputes commencing prior to May. Twenty-five of the disputes commencing during May terminated during the month, leaving the ten following unsettled disputes, affecting 6,012 workpeople, on record May 31: plumbers and steamfitters, St. John; metal polishers and buffers, Weston; machinists, Montreal; boilermakers, Ottawa; moulders at Toronto; moulders at Hamilton; coal handlers, Port Arthur and Fort William; labourers at Port Arthur; shipyard employees at Vancouver, New Westminster and Victoria, and machinists at Victoria.

INDUSTRIAL DISPUTES, MAY, 1918

Industry or occupation	Particulars	Number of employees affected	Time loss in working days
	DISPUTES COMMENCING PRIOR TO MAY, 1918		
BUILDING AND CONSTRUCTION—			
Plumbers and steamfitters, St. John, N.B....	Commenced April 23, 1917. Demand for increased wages. Unterminated.	11	286
METALS, MACHINERY AND CONVEYANCES—			
Metal polishers and buffers, Weston, Ont....	Commenced February 12, 1918. Against a reduction in wages. Unterminated.	33	858
Machinists, Montreal.....	Commenced March 23. Demand for increased wages and nine-hour day. Unterminated.	45	1,170
CLOTHING—			
Moccasin stitchers, Toronto.....	Commenced April 25. Demand for increased wages and shorter hours. Increased wages and shorter hours granted following negotiations. Work resumed May 2.	50	50
MUNICIPAL EMPLOYMENT—			
Civic employees, Vancouver.....	Commenced April 27. Demand for increased wages. Increased wages granted. Work resumed May 6.	300	1,200

INDUSTRIAL DISPUTES, MAY, 1918

Industry or occupation	Particulars	Number of employees affected	Time loss in working days
	DISPUTES COMMENCING DURING MAY, 1918.		
BUILDING AND CONSTRUCTION—			
Carpenters, Moose Jaw	Commenced May 1. Demand for increased wages and shorter hours. Increased wages and shorter hours granted following negotiations. Work resumed May 4.	70	210
Granite cutters, Montreal	Commenced May 1. Demand for increased wages. Increased wages granted and work resumed May 27.	35	635
Carpenters, Regina	Commenced May 1. Demand for increased wages. Increased wages granted. Work resumed May 17.	12	168
Carpenters, painters and labourers, Guelph	Commenced May 28. Demanded time and one half for time worked in excess of eight hours. Work resumed May 31 pending investigation.	40	115
Labourers, Port Arthur	Commenced May 29. Demand for increased wages. Unterminated.	50	125
METALS, MACHINERY AND CONVEYANCES—			
Machinists, Victoria	Commenced May 1. Demand for increased wages. Unterminated	180	4,680
Munition workers, Owen Sound	Commenced May 2. Demand for weekly payment of wages. Following negotiations employees accepted company's offer providing for payment of wages every two weeks, with privilege of drawing on wages earned. Work resumed May 9.	115	632
Moulders, Toronto	Commenced May 4. Demand for increased wages. Unterminated.	340	7,480
Moulders, Hamilton	Commenced May 5. Demand for increased wages. Unterminated	200	4,200
Sheet metal workers, Toronto	Commenced May 7. Demand for increased wages. Following negotiations increased wages granted. Work resumed May 22.	150	1,950
Shipyard employees, Ft. William	Commenced May 8. Protested proposed removal of shipbuilding material to another location. Work resumed May 10. following decision to continue construction at Ft. William	240	240
Ship carpenters, Montreal	Commenced May 15. Demand for increased wages. Work resumed May 28 under conditions prevailing prior to strike.	250	2,500
Boilermakers, Ottawa	Commenced May 23. Demand for increased wages. Unterminated	53	403
Shipyard employees (Vancouver, New Westminster, Victoria	Commenced May 23. Demand for increased wages and 44-hour week. Unterminated.	4,800	33,600
Stationary engineers, Winnipeg, Man	Commenced May 22. Ceased work in sympathy with civic employees. Work resumed May 27.	140	420
Machinists, Winnipeg, Man	Commenced May 24. Ceased work in sympathy with civic employees. Work resumed May 25.	150	450
WOODWORKING—			
Woodworkers, Alexandria	Commenced May 22. Demand for increased wages. Increased wages granted following negotiations. Work resumed May 27.	38	152
CLOTHING—			
Felt shoe workers, Kitchener	Commenced May 1. Demand recognition of union. Company rejected demands. Majority of employees returned to work May 8, under same conditions as prevailed before strike.	52	312
FOODS, TOBACCO AND LIQUOR—			
Brewery workers, Winnipeg	Commenced May 24. Ceased work in sympathy with civic employees. Work resumed May 27	150	450
TRANSPORTATION—			
Railway shopmen, Canadian Pacific Railway, Canadian Northern Railway, Winnipeg and	Commenced May 21. Ceased work in sympathy with civic employees. Work resumed May 27.	2,148	10,740
Railway carmen, Canadian Pacific Railway, Canadian Northern Railway, Winnipeg,	Commenced May 22. Ceased work in sympathy with civic employees. Work resumed May 27.	1,800	7,200
Freight handlers, T. H. & B. Railway, Hamilton	Commenced May 1. Demand for increased wages. Work resumed May 2 pending adjustment.	40	40
Freight handlers, Canadian Pacific Railway, Fort William	Commenced May 10. Demand for increased wages. Increased wages granted and work resumed May 21.	344	3,440
Freight handlers, Canadian Pacific Railway, Canadian Northern Railway, Winnipeg	Commenced May 18. Ceased work in sympathy with cartage teamsters. Work resumed May 31.	250	3,097
Railway storemen, Canadian Pacific Railway	Commenced May 22. Ceased work in sympathy with civic employees. Work resumed May 27.	160	640
Cartage teamsters, Winnipeg Man	Commenced May 17. Demand for increased wages. Increased wages granted. Work resumed May 30.	170	1,870
Coal handlers, Port Arthur and Ft. William	Commenced May 27. Demand for increased wages. Unterminated	300	1,500
Electric Railway employees, Winnipeg	Commenced May 22. Ceased work in sympathy with civic employees. Work resumed May 25.	910	3,180
PUBLIC UTILITIES—			
Electrical workers, London	Commenced May 1. Demand for increased wages. Increased wages granted and work resumed May 7.	11	55
Telephone operators, Winnipeg, Man	Commenced May 16. Ceased work in sympathy with civic employees. Work resumed May 27.	567	5,103
MUNICIPAL EMPLOYMENT—			
Civic employees, Employees Light and Power Dept., Works Dept. and teamsters	Commenced May 2. Demand for increased wages. Settlement effected through mediation, Department of Labour. Increased wages granted. Work resumed May 27.	201	3,930
Civic firemen, Winnipeg	Commenced May 14. Demand for increased wages and recognition of union. Settlement effected through mediation, Department of Labour. Increased wages and modified demand for recognition of union granted. Work resumed May 25.	178	1,780

SETTLEMENT OF WAGES DIFFICULTIES IN B.C. SHIPYARDS

IN earlier issues of the *Labour Gazette* (see *Labour Gazette,* April, 1918, p. 231, and May, 1918, p. 310) reference was made to friction which had arisen over the wage question in British Columbia shipyards and machine shops and to the appointment of a Commission to look into the same. The Commission has since made a report, which while signed by all members, is stated to be the work of the chairman, Hon. Mr. Justice Murphy, who assumes responsibility for it, and states that throughout the report the words "the Commission" are used for convenience in phraseology. The attitude of the other members of the Commission in regard to the various points is noted with each question discussed.

The report states the Commission assumed two functions (1) to give decisions on the various points in controversy, and (2) to make recommendations with a view of stabilizing labour conditions in the shipbuilding industry in British Columbia for the period of the war. The decisions, as distinguished from the recommendations (it is stated) "are founded on the evidence and exhibits and are not to be taken as expressing the views of the Commission on the points decided as to what would be fair and just if the Commission were a Conciliation Board and not a Board of Inquiry."

The Questions at Issue

After stating the purposes for which the Commission was appointed and reviewing the shipbuilding industry in British Columbia and the relation of the shipbuilding firms and machine shops to the Imperial Munitions Board, for which Board most of the shipbuilding was under construction, the report points out that organized labour, through the Metal Trades Council of Victoria and Vancouver, put four demands before the Commission, namely:

1. That they were entitled to an all-round 10 per cent increase in the wages then being paid in wooden and steel shipyards.
2. That the differentiation in pay which existed in the yards as between men classed as house carpenters and those classed as shipwrights was unjust and should be abolished.
3. That ordinary labourers should be paid $4 a day.
4. That an agreement should be entered into between the Imperial Munitions Board and organized labour.

In addition to these specific questions, other matters put before the Board were: (1) the question of the shortage of caulkers and the attitude of the Caulkers' Union in regard thereto, (2) the efficiency of organized labour, (3) as to whether the night shift should receive an increase over the rates paid the day shift, and (4) as to the position of the machine shops which had contracts to supply material to the shipyards in the event of wages being increased.

The Board's Decisions and Recommendations

After a lengthy review of the circumstances leading up to the men's demands and to the evidence taken before the Commission, the report finds:

"That the men in the wooden shipyards are entitled to the 10 per cent increase demanded, retroactive from February 1, provided they are willing to work 48 hours a week on straight time in all yards except during June, July and August," and provided that they accepted the ruling as to carpenters and the wage rate for labourers contained in the Macey award. (The award thus referred to is the decision given by the United States Wage Adjustment Board

—sometimes called the Macey Board, from the name of the chairman—which fixed the rates to be paid all classes of labour in the shipbuilding districts of the United States Pacific coast. Under this decision the rate for carpenters was to be $6 per day for those men who had worked three continuous months at house carpenters' rates, which meant that all house carpenters should serve three months in the shipyards at the rate of $4.50 per day before being entitled to the $6 rate. The Macey award fixed labourers' wages at $3.25 per day.)

To this finding of the Commission, Mr. Tonkin, the commissioner identified with the shipbuilding interests, dissented, and Mr. Kelly, the commissioner identified with the labour interests, while agreeing that on the evidence the chairman was right, stated he would submit recommendations in regard to the hours.

In regard to the 10 per cent increase in the iron shipyards, the Commission found that in the case of the Coughlan yards there were three fair courses which should have been taken by the men: (1) to abide by the existing contract until it lapsed by effluxion of time on August 1, (2) to open it up by giving 15 days' notice required by the agreement, and (3) to apply to the Imperial Munitions Board at Ottawa to fix a new wage scale under the clause in the contract which makes the decision of the Board an operative factor in fixing wages. The Commission submitted, however, that "the Coughlan firm have a moral claim to be fairly treated, which means that they should be allowed a fair profit on their operations in so far exclusively as such profit would be impaired by the granting of this 10 per cent increase." The Commission recommended that if the 10 per cent increase were put into effect in the Coughlan yards it should be put in force at the Wallace yards and that the Imperial Munitions Board should favourably consider any application for relief on the part of this firm on thorough accounting as to curtailment of profits owing to the forced adoption of the new scale. While finding that the men were not entitled to the increase from February 1, the Commission recommended that the matter of back pay should not be an obstacle in the way of establishing industrial peace. Mr. Kelly agreed with the conclusions of the Commission on the question, but was of opinion that the Coughlan firm should have informed the men when they made the demand for the 10 per cent increase that under the contract they should have applied to the Imperial Munitions Board at Ottawa and that the Coughlan firm should have informed the Imperial Munitions Board at Ottawa of the demand, and should have told the men they would do so. He also stated he would make a recommended as to hours as in the case of the wooden shipyards. Mr. Tonkin dissented.

While referring to the 10 per cent increase as dependent on the acceptance of the Macey decision as to carpenters and labourers, the Commission recommended that carpenters doing shipwright's work in shipyards should receive the minimum rate for shipwrights ($6 per day) and that the 50 cents per day which had been deducted from some of the carpenters' pay by some yards following advice of the Macey Board's decision on the question should be refunded. Mr. Tonkin assented to the refunding of 50 cents per day to these carpenters, but dissented from the main body of the finding. Mr. Kelly assented. The Commission also recommended that common labour be paid a rate of $3.85 per day of eight hours, and that it should be based on the acceptance of the 48 hour week. Mr. Kelly agreed as to the rate; Mr. Tonkin, while dissenting, recommended $3.60 per day.

The demand of the Metal Trades Council that the Imperial Munitions Board should enter into an agreement with organized labour was refused, as in the Commission's opinion the agreement called for a closed shop and as the money contributed to the munitions industry was raised by taxes on the people of Canada generally there should be no in-

terference with the right of any individual to obtain employment. Mr. Tonkin agreed, but Mr. Kelly dissented.

All members of the Commission were agreed that the situation in regard to the caulkers was a regrettable one, it being found that on the evidence the caulkers' organization as a body distinct from the Metal Trades Council, had sought to unduly impede the efforts of the employers to remedy the shortage of caulkers either by the training of apprentices or the establishment of schools to teach caulking. It was considered regrettable, however, that certain negotiations, which had taken place at the outset of difficulties between the Caulkers' Union and the representative in British Columbia of the Imperial Munitions Board in which the union proposed to increase the number of apprentices, had not been pressed to a definite conclusion.

On the question of an additional 10 per cent to the night shift, the Commission found the men were entitled to it, but suggested that where three shifts were worked an additional 5 per cent be paid to the second and third shifts on the understanding that the shifts were changed every two weeks, and, failing the swinging of the shifts, that they be paid 10 per cent above the day shift.

All members of the Commission were agreed that the efficiency of organized labour in the shipyards was fully equal to that in any yard on the coast, the Commission, however, holding that there must be a fair day's work for a fair day's pay and a full day's work for a full day's pay.

While the Commission pointed out there was no obligation on the part of the Imperial Munitions Board to reimburse contract shops for added costs in consequence of the 10 per cent increase, it recommended that the Imperial Munitions Board "should favourably consider any application made by these firms to it for relief" in the event of the increase going into effect. Mr. Kelly concurred, and Mr. Tonkin, although holding against the increase, was of opinion that if the Dominion Government put the increased rates into effect in the shipyards, there was a strong moral obligation on the part of the Government to pay the increased labour costs to outside shops who had based their contracts on the lower rate.

The Commission also made the following suggestions supplementary to the foregoing:

That a Dominion Government Wage Adjustment Board be appointed to deal with the shipbuilding industry in its relation to labour, composed of one representative nominated by the contractors, one by organized labour and the third, the chairman, by the Dominion Government.

That all restrictions against what is termed unfair material should be eliminated with the qualification that where fair material were obtainable in British Columbia, other things being equal, it should be purchased there.

That agreements be entered into for the duration of the war.

That the question of open or closed shops be left to the negotiations of each party to the agreements.

That full freedom be given to the employer to take men from the ranks of labour to train them as mechanics, and that these men be graded and paid according to ability.

That the question of new grades of labour with corresponding increases be dealt with by the proposed wages adjustment board.

That agreements contain the usual clauses as to the settlement of disputes and grievances, and, failing a settlement between the parties, that the matters be referred to the proposed wages adjustment board and no strike or lockout take place until this board, after a public hearing, hands down a decision.

Settlement of Dispute

Following the Board's report, which was handed out April 23, the Metal Trades Association held a number of meetings and finally took a ballot of the

unions concerned on the question of accepting the Board's recommendations. The men voted against accepting the Board's award, and, on May 23, declared a strike. All employees of the various coast shipyards, with the exception of Coughlan's, the Vulcan Iron Works and the British Columbia Marine Company, which had agreements with the unions, went out, about 5,000 workmen being affected. The men remained on strike until June 4, when the dispute was adjusted through the efforts of Hon. G. D. Robertson, who had proceeded to Vancouver at the request of the Dominion Government, and after full conference with the Minister of Labour. An agreement was arranged between employers and employees covering the shipbuilding industry, the settlement representing a slight improvement for the men over the terms of the findings of the Commission, and having the additional feature of continuity until the end of the war. It was agreed that wage rates should be advanced quarterly as might be warranted by fluctuation in the cost of living and that all grievances arising which the parties were unable to settle between themselves would be referred to an adjuster, whose decision should be final. It also provided that during the life of the agreement there should be no strikes or lockouts. The full text of the agreement which governs "the operations of shipbuilding and allied manufacturing plants in the province of British Columbia as from June 1st, 1918," follows:

Text of Agreement

SHOP RULES.

1. Eight hours shall constitute a regular day's or night's work, and 44 hours shall constitute a regular week's work.

2. All time worked over eight hours will be considered overtime and be paid for at the rate of double time until workman is relieved. Sundays and Dominion holidays, including the following, New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day and Saturday afternoons will be paid for at the rate of double time. Under no circumstances shall any work be performed on Labour Day, except to preserve life or property.

3. Where second and third shifts are worked the employer will allow 30 minutes for meals in each of these shifts. Where a double shift is worked double time will be paid if the job does not last longer than three nights.

4. Should a man be working during the day, then be transferred to a night shift, he shall receive the regular rate of overtime for the first night.

5. Men sent to work outside city will receive first-class transportation, board and wages while travelling and an allowance of $2.50 per day for board while working or waiting.

6. If a man has worked all day and is requested to travel at night, he shall receive the regular day's pay. Sleeping accommodation not being provided, the overtime rate shall prevail.

7. The employees in each craft or calling in a shop or yard shall have the right to select three of their number to represent them as members of the shop committee. Each member of this committee shall be chosen by majority vote in such manner as the employees shall direct. The chairman of each craft committee shall be a member of the joint shop committee.

8. Any committeeman appointed in the manner provided in the preceding clause who shall be found to have been discharged without just and sufficient cause after due investigation in the manner herein provided for the adjustment of grievances shall be reinstated with full pay for all time lost.

9. It is agreed that all work done in city districts and adjoining municipalities where it becomes necessary for a workman to travel from shop to job and job to shop, said travelling to be in the company's time and carfare to be supplied.

10. All grievances which arise in any shop or yard shall be given consideration as follows:

(a) All complaints and grievances to be adjusted by the foreman in charge if possible.

(b) When such adjustment cannot be made between the foreman and the men directly interested, the matter will be taken up by the company direct and the shop committees representing the craft having the grievances, and they shall endeavour to reach a mutual understanding.

(c) If the matter cannot be adjusted between the shop committee and the employer, the shop committee may call in to conference with the employer a representative chosen by the committee.

(d) In the event of an adjustment of such grievance not being reached under the provisions of the foregoing clauses, then the matter shall be referred to the ad-

juster, whose decision shall be final, and in the meantime there will be no lockout on the part of the company or strike on the part of the men.

11. All employees shall be paid at least every two weeks and arrangements shall be made to pay in cash. In no case shall more than three days' pay be held back.

12. Any employee being laid off, discharged or quitting of his own volition, shall receive all wages and personal property within 24 hours of the termination of his employment.

13. Men required to work in oil tanks, or tanks of boats carrying oil, or acid tanks, the same shall be cleaned and steamed according to Government regulations. Time and one-quarter shall be paid for exceptionally dirty work.

14. Men now receiving rates in excess of the minimum rates herein quoted will suffer no reduction, except as justified under provisions of clause 15.

15. These rules to remain in effect for the period of the war. The wage rates will be revised every three months according to official information on the cost of living as published in the *Labour Gazette* of the Department of Labour of the Dominion of Canada as applicable to the Province of British Columbia.

16. The adjustment of grievances and of rates as provided in clauses 10 and 15 of these regulations shall be made by an adjuster appointed by the Federal Government on the joint recommendation of parties concerned. In the event of their being unable to agree, the adjuster shall be named by the Federal Government on the joint recommendation of the Minister of Labour and Senator Robertson.

RATES OF PAY.

Machinists	$6.00
Machinists' specialists	4.50
Machinists' helpers	4.00
Boilermakers	6.00
Shipfitters	6.00
Rivetters	6.00
Chippers	6.00
Caulkers (steel)	6.00
Flange turners	6.60
Pressmen	6.00
Planermen	5.00
Angle and frame setters	6.00
Punch and shear men	4.95
Countersinkers	4.65
Drillers and reamers	4.50
Holders on	4.65
Slab helpers	4.30
Anglesmiths	6.60
Anglesmith heaters	4.50
Machine flange helpers	4.50
Plate hangers (leading hand)	5.50
Plate hangers' helpers	4.30
Flange fire helpers	4.50
Boilermakers' helpers	4.30
Shipfitters' helpers	4.00
Rivet heaters	4.00
Blacksmiths	6.00
Blacksmiths' helpers	4.50
Moulders	6.00
Moulders' helpers	4.00
Furnacemen	4.95
Casting cleaners	4.30
Foundry carpenters	4.95
Patternmakers	7.15
Coppersmiths	6.60
Coppersmiths' helpers	4.00
Plumbers and pipefitters	6.00
Plumbers' and pipefitters' helpers	4.00
Acetylene welders	6.00
Acetylene burners	5.50
Sheet metal workers	6.60
Sheet metal workers' helpers	4.00
Painters	5.50
Painters (bitumastic)	6.60
Electrical workers	6.00
Electrical workers' helpers	4.00
Operators of locomotive cranes	6.60
Operators of Gantry cranes	6.60
Operators of double cable ways	6.60
Operators of all double machines	6.60
Operators of electrical, steam or air operated winches and donkeys	6.60
Operators of single aerial cable ways	6.00
Operators of overhead cranes (in shops)	6.00
Steam and electrical operators in power houses	6.00
Engineers in charge of boilers	5.50
Firemen	4.40
Oilers	5.00
Furnacemen	5.00
Operators of single drum steam, electric or air winches and donkeys not hoisting	5.00
Caulkers (wood)	7.70
Shipwrights, joiners, millmen and boatbuilders	6.60
Riggers	6.00
Air machine tool men	4.95
Planking men	4.95
Ceiling men	4.95
Beetlers	4.95
Hook tenders	4.40
Degree men	4.40
Hand hammer clinchers	4.00
Woodworkers' helpers, general	4.00
Labourers	3.85

REPORT OF THE MEDIATION COMMISSION OF THE PRESIDENT OF THE UNITED STATES[1]

IN September last, President Wilson appointed a Commission to visit the mountain region and the Pacific coast for the purposes of studying and reporting on the causes of existing discontent among workers in that section, and of adjusting differences by conferences and by "lending sympathetic council and aid" to employers and employees. The following is a summary of a report submitted to the President by the Commission under date of January 9, 1918:

The strikes in the Arizona copper districts and the disturbed labour conditions in the Pacific Northwest had resulted in a serious diminution of the copper supply available for ammunition and a general hampering of the war programme both as to ships and aircraft. The chief objects before the Commission, therefore, were to open the copper mines of Arizona to their maximum output and to ensure that the war production programme of the nation should proceed at the necessary pace as far as labour is an element.

Disputes in Arizona Copper Districts

In the early summer of 1917, strikes became widespread in these districts, the causes of which, according to the report, were found to be (1) "the underlying labour conditions of the mining industry of the state, which were devoid of safeguards against strikes, and, in fact, provocative of them," and (2) distant ownership of mines and the failure on the part of the resident managers "to understand and reach the heart and mind of labour . . . The managers are technical men . . . There is no responsible executive whose sole function is to deal with labour problems."

As a result, apparently, of this lack of understanding of the employees on the part of the managers, the labour turnover was appallingly large. This signifies, too often, "men without responsibility of home or home-making, men possessed of a feeling of injustice against lack of continuity of employment, serving as inflammable material for beguiling agitators to work upon." To this was added the difficulty of racial diversities. In one camp 32 nationalities were represented. "The industry contains within itself the Balkan problem on a small scale . . . The movement toward Americanization, so fruitful in its results in different parts of the country, has hardly penetrated into these outposts of industry."

The trade union movement, according to the report, "is the most promising unifying spirit among the workers. The progress of the movement, however, is impeded by the traditional opposition of the companies, by difficulties due to racial divisities and by internal dissensions in the miners' International."

The labour difficulties were further complicated by factors created by the war. Doctrines of internationalism were strongly held. The belief that all wars are made by capitalists was encouraged by heavy profits of the copper companies previous to the entry of the United States into the war. "The limitation of profiteering through price fixing and taxation had been only too recently accomplished to have made itself felt."

The three basic claims urged by the men and resisted by the companies are given in the report as follows:

(a) While not expressed in so many words, the dominant feeling of protest was that the industry was conducted upon an autocratic basis. The workers did not have representation

[1]See March issue, page 158, for previous report.

in determining those conditions of their employment which vitally affected their lives as well as the company's output. Many complaints were, in fact, found by the Commission to be unfounded, but there was no safeguard against injustice except the say-so of one side to the controversy. In none of the mines were there direct dealing between companies and unions. In some mines grievance committees had been recently established, but they were distrusted by the workers as subject to company control, and, in any event, were not effective, because the final determination of every issue was left with the company. In place of orderly processes of adjustment, workers were given the alternative of submission or strike.

(b) The men sought the power to secure industrial justice in matters of vital concern to them. The power they sought would in no way impinge on the correlative power which must reside in management. Only by a proper balance of adequate power on each side can just equilibrium in industry be attained. In the minds of the workers only the right to organize secured them an equality of bargaining power and protection against abuses. There was no demand for a closed shop. There was a demand for security against discrimination directed at union membership. The companies denied discrimination, but refused to put the denial to the reasonable test of disinterested adjustment.

(c) The men demanded the removal of certain existing grievances as to wages, hours and working conditions, but the specific grievances were, on the whole, of relatively minor importance. The crux of the conflict was the insistence of the men that the right and the power to obtain just treatment were in themselves basic conditions of employment, and that they should not be compelled to depend for such just treatment on the benevolence or uncontrolled will of the employers.

To establish the framework of sound industrial relations between labour and management, four specific adjustments were made by the Commission, the general principles of which were as follows:

(a) An orderly and impartial process for the adjustment of all grievances inevitable in modern large-scale industry was substituted for the strike. In asking labour, for the period of the war, to forego its ultimate weapon, a compensatory means of redressing grievances had to be supplied. Therefore, there are established in each district United States administrators to decide all disputes where the parties themselves fail of agreement. The Commission in effect applied the principle of trade agreements, making the duration of the war the time limit, and, through the mechanism of a United States administrator, provided for the means of determining any claims of breach of the agreement.

(b) Working conditions of industry should normally be determined by the parties themselves. Therefore channels of communication between the management and men were created through grievance committees free from all possible company influence. Through these representative contacts between management and men, disputes find expeditious and informal settlement. Still more important, the contract engenders a spirit of mutual understanding and therefore of co-operation.

(c) The right of the men to organize was made effective by providing administrative enforcement for the prohibition against discrimination because of union affiliation.

(d) In view of the dislocation of the labour supply of the country, it was important to husband the available man power. Therefore a re-employment of the men on strike before employing newcomers was assured, excepting only those—few in number—who were guilty of seditious utterances, who had been proved ineffi-

cient, or who were members of any organization whose principles were opposed to belief in the obligation of contract. By casting the burden of re-employment of all the strikers upon the district instead of upon the individual company the beginning was made toward recognizing the responsibility of the industry as an entirety for the solution of its problems.

Administration under this settlement had proceeded in the Arizona districts for more than two months previous to the writing of the report and the results are encouraging.

California Oil Fields Dispute

During the summer of 1917, and again in November, strikes were threatened in the fields of some of the independent companies.

The Commission found upon investigation that the major demands of the men were for an eight hour day and a minimum wage of $4; they also sought protection against alleged discrimination of union men.

In providing for an eight hour day the Commission simply adopted the hour standard which has been proved by the experience of the Standard Oil Company to be the most effective. The minimum wage of $4 on an eight hour basis was also introduced. The company also agreed not to discriminate against members of any unions affiliated with the American Federation of Labour.

The results of such action have proved most satisfactory.

Pacific Coast Telephone Dispute

For several months a tie-up of the telephone system of the entire Pacific coast was threatened, and in November a strike actually became effective in Oregon and Washington.

The dispute affected about 9,000 girl operators and about 3,200 men. The recognition of the girls' union was the main issue, and the men, being favourably situated because of the demand for skilled electricians, made the recognition of the girls' union their controlling principle.

There were two other issues: A demand for a wage increase and for a closed shop, subsequently modified into a desire for a preferential shop. The men demanded a 25 per cent wage increase. The company offered a 12½ per cent increase. The closed shop demand was used as a leverage in bargaining, but the preferential shop idea vigorously urged.

What the Commission was able to achieve in adjusting this dispute is set forth in the report as follows:

(a) The girls' locals were included in the trade agreement between the company and the brotherhood. In some other parts of the country the company had heretofore recognized the girls' union, and the plea that this made for inefficiency was the speculation of fear rather than the judgment of experience.

(b) Wage increases, obviously necessary, were provided for, leaving the extent of further increases to negotiation between the parties. In default of agreement, the issue was to be determined by an arbiter, to pass upon the complicated facts of a proper wage scale.

(c) The recognition of the girls' union, as well as the enforcement of all future grievances, was made effective by the establishment of impartial administrative machinery. United States administrators in the various districts were provided for the settlement of all issues which the parties themselves could not adjust.

(d) For the period of the war at least, in place of the resort to strike or lockout, there was thus established an effective peaceful process for the redress of grievances, secured by the authority of the United States Government.

(e) In effect there were involved a reversal of the labour policy of the company. New currents of co-opera-

tion were created. It takes some time, however, for such a change of policy to permeate through all the stages of an industrial hierarchy. Partly, therefore, through this delayed adjustment to a new industrial regime on the part of the local subordinate officials, partly by reason of obstructive suspicion of some of the radical labour leaders in the Northern States, partly because of the limited facilities for labour administration on the part of the Government, considerable difficulty was experienced in the early days following the ratification of the Commission's settlement. The Commission was constantly appealed to. The quick exercise of administrative action by the Commission and the new administrators, and a strict eye to the enforcement of the settlement in co-operation with the more conservative union leaders and the higher officials of the company, succeeded in tiding over—by a process of flexible administration rather than adjudication—the obstructions and difficulties inevitable in such a situation. Before the Commission left the coast signs of a new order of good relationship were already evident. Since then the representatives of the company and the brotherhoods have necessarily negotiated a new wage scale without resort to arbitration.

Unrest in the Lumber Industry

The lumber industry of the Pacific Northwest, employing about 70,000 men, suffered a breakdown throughout the summer of 1917, and, in fact, is still in a state of seething unrest." The report sums up the situation as follows:

> We are dealing with an industry still determined by pioneer conditions of life. Hardy contact with nature makes certain rigours of conditions inevitable, but the rigours of nature have been reinforced by the neglects of men. Social conditions have been allowed to grow up full of danger to the country. It is in these unhealthy social conditions that we find the explanations for the unrest long gathering force, but now sharply brought to our attention by its disastrous effect upon war industries. The unlivable condition of many of the camps has long demanded attention. While large improvements in camp life have recently been made, many of the camps still require much betterment to make them fit human habitations. A number of employers have shown a most commendable understanding of the implications of operating camps unfit for men. Unfortunately, however, the old abuses were so long continued and so widespread that even after physical conditions are bettered a sense of grievance remains. This discontent gradually translated itself into demands not merely for physical comforts but for certain spiritual satisfactions.
>
> Partly the rough pioneer character of the industry, but largely the failure to create a healthy social environment, has resulted in the migratory, drifting character of workers. Ninety per cent of those in the camps are described by one of the wisest students of the problem, not too inaccurately, as "womanless, voteless and jobless."
>
> The fact is, about 90 per cent of them are unmarried. Their work is most intermittent, the annual labour turnover reaching the extraordinary figure of over 600 per cent. There has been a failure to make of these camps communities. It is not to be wondered, then, that in too many of these workers the instinct of workmanship is impaired. They are—or, rather, have been made—disintegrating forces in society.

Efforts to rectify evils by means of the trade union movement have failed, due mainly "to the bitter attitude of the operators towards any organization among their employees. This uncompromising attitude on the part of the employers has reaped for them an organization of destructive rather than

constructive radicalism. The I.W.W. is filling the vacuum created by the operators."

The demand for an eight hour day was doggedly opposed by the operators. "Opposition to the eight hour day is carried to the point of binding members of an employers' association on the Pacific coast by agreement to discriminate against such mills as introduce the change."

In the judgment of the Commission the introduction of the eight hour day in the Pacific Northwest lumber industry is indispensable. "With specific grievances removed, destructive propaganda extensively preached in the Pacific Northwest will lose its strongest advocate. Counter propaganda and positive education will then have an easy opportunity to supplant fanatical doctrines.

Packing Industry Dispute

In December a strike radiating from Chicago, affecting 100,000 men, threatened the meat packing industry.

The two important grievances involved low wages and long hours, coupled with the systematic opposition of the packers to the organization of its workers. One of the factors that influenced the wage demand was the belief on the part of the workers that the companies had been making excessive profits despite the Government regulation of prices. The companies conceded the principle of an eight hour day, but claimed to be obstructed in its adoption by reason of difficulties in connection with shipments. These conditions "depend for correction upon action both by the Government and by the industry."

The Commission's settlement proceeded along general lines, as follows:

(a) The principle of adjustment through negotiation and arbitration was established to take the place of strike and lockout during the period of the war.

(b) Prohibition of discrimination for union affiliation is rendered effective by its enforcement through administrative machinery.- It is not sufficient to recognize in the abstract the right of workmen to organize. Therefore, effective means were provided to secure to the union the right to live and to grow.

(c) The unfairness of compelling workmen to deal individually with employers of large-scale industries, particularly emphasized in the case of non-English speaking workmen, is recognized in practice by allowing workmen to voice their claims through representatives.

(d) The specific demands of the workers as to changes in hours, wages and conditions of employment were all left for determination by the United States administrator.

Here, as elsewhere, a tense situation threatening breakdown of a vital war industry was relieved by establishing machinery for adjustment. Under this machinery the parties are now proceeding to work out their difficulties. The hope is entertained that not only will specific grievances be justly dealt with, but healthier permanent relationships will be created in the very process of seeking to reach adjustments.

Recommendations

The report analyses the various causes of labour unrest, giving consideration to those arising out of the war, and in conclusion the President's Mediation Commission submits the following recommendations:

1. The elimination to the utmost practical extent of all profiteering during the period of the war is a prerequisite to the best morale in industry.

2. Modern large-scale industry has effectually destroyed the personal relation between employer and em-

ployee—the knowledge and co-operation that come from personal contact. It is therefore no longer possible to conduct industry by dealing with employees as individuals. Some form of collective relationship between management and men is indispensible. The recognition of this principle by the Government should form an accepted part of the labour policy of the nation.

3. Law, in business as elsewhere, depends for its vitality upon steady enforcement. Instead of waiting for adjustment after grievances come to the surface there is needed the establishment of continuous administrative machinery for the orderly disposition of industrial issues and the avoidance of an atmosphere for contention and the waste of disturbances.

4. The eight hour day is an established policy of the country; experience has proved justification of the principle also in war times. Provision must of course be made for longer hours in case of emergencies. Labour will readily meet this requirement if its mis-use is guarded against by appropriate overtime payments.

5. Unified direction of the labour administration of the United States for the period of the war should be established. At present there is an unrelated number of separate committees, boards, agencies and departments having fragmentary and conflicting jurisdiction over the labour problems raised by the war. A single-headed administration is needed, with full power to determine and establish the necessary administrative structure.[1]

6. When assured of sound labour conditions and effective means for the just redress of grievances that may arise, labour in its turn should surrender all practices which tend to restrict maximum efficiency.

7. Uncorrected evils are the greatest provocative to extremist propaganda, and their correction in itself would be the best counter-propaganda. But there is need for more affirmative education. There has been too little publicity of an educative sort in regard to labour's relation to the war. The purposes of the Government and the methods by which it is pursuing them should be brought home to the fuller understanding of labour. Labour has most at stake in this war, and it will eagerly devote its all if only it be treated with confidence and understanding, subject neither to indulgence nor neglect, but dealt with as a part of the citizenship of the state.

[1]Since this report was written, the direction of the labour administration for the war has been delegated to the Secretary of Labour.

UNITED STATES FIXES HOURS AND WAGES FOR EMPLOYEES OF RAILROADS UNDER GOVERNMENT CONTROL

LAST February it was announced that the Director-General of Railroads in the United States had appointed a railroad wage commission to study and report on the broad question of wages and hours of employment in the railroad service (see April, 1918, issue, page 292). On April 30, the Commission submitted its report to Director General McAdoo; and, on May 25, the Director General, acting upon the recommendations of the Commission, issued a General Order fixing wages and hours of work for employees of railroads under Government control.

The report of the Commission is printed below in full, excepting that the appendices to the report have been omitted. The report is followed by a summary of the Director General's order.

Report of the Railroad Wage Commission to Director-General McAdoo

To the Director General of Railroads:

To make an investigation of the wages and hours of the more than 2,000,000 railroad workers now in the employ of this Government has been a matter of engrossing interest. To ask of a man, "What wages should you in justice receive?" is to ask perhaps the profoundest of all human questions. He is at once compelled to an appraisement of his own contribution to the general good. He must look not selfishly on his own material needs, but take a far view of the needs of those dependent upon him. He must go into the whole involved problem of his relationship with his fellows, and to answer the question aright he must in the end come to a judgment which will be nothing less than a determination of what policy or plan of wage adjustment will make for the permanent well-being of the State.

No Practical Answer

We have searched for no such ultimate answer, if there can be one. But our investigation sought to reveal the insistent problems that confronted these workers, and such recommendations as we make are the practical answers to an immediate and direct question: What does fair dealing at this time require shall be done for these people who are rendering an essential service to the nation in the practical conduct of this industry?

That question to the mind of the Commission is qualified materially by the phrase "at this time." The existing state of war prohibits anything approximating a determination of ideal conditions. The exceptional call that has been made upon the railroads, and upon practically all other forms of industry in the country, since the United States entered the war over a year ago, has created an abnormal demand for labour.

Law of Supply and Demand

Wages have always responded, to a degree, to the law of supply and demand. As a result of the war, the prices of the necessities of life have been mounting to unheard of levels. The railroads, with the pressure upon them for greatly increased transportation facilities, have been confronted with the problem of asking increased exertion on the part of labour at a time of extreme competitive labour demand and at a time when the purchasing power of the pay is shockingly small. The Commission has consequently considered the railroad wage problem with the idea that the Government must courageously direct its attention toward the maintenance of rates of wages for the railroad employees which are still adequate for those who, as they patriotically labour, recognize the war has brought to us all the necessity for sacrifice.

In undertaking its comprehensive labour of determining, in a broad spirit, what fair dealing at this time does require to be done by the Government for the railroad employees, the Commission held a large number of public hearings. It requested to appear before it at those hearings, representatives of all classes of employees, organized and unorganized, in the service of the railroads. Those who came to speak for these employees were given a full opportunity to present their views concerning the character and conditions of the work performed by those for whom they spoke, and the necessity for an increased compensation to be paid them. In addition to the statements presented at the hearings on behalf of the employees, hundreds of letters, written statements, and petitions which were sent to the Commission by individual employees and by organizations of employees, were classified, analyzed, and considered by the Commis-

sion in connection with the oral statements.

Testimony of Experienced Men

Men in the service of the railroads who, during the period of operation and control by the private owners thereof, had directly to do with the work performed by the various classes of employees, and with the determination of the rates of compensation and conditions of employment, were also heard, not in controversy with the employees, but to give all the information they could concerning the work of the various classes of employees, the reasons for the existing differentials in wages between different classes, the extent to which increases in wages had already been given to meet the present exigency, and the extent to which increases ought to be given at the present time.

Extent of Wage Demands

The requests which have come to us for wage increases would, if fully granted, involve an additional outlay in wages of somewhat over $1,000,000,000 per year in excess of the wage fund of last year, which exceeded two billions. Some asked for an increase of 100 per cent in their pay, and from this they graduated downward to 10 per cent. None were satisfied with their present wages.

If we assume that this total sum should be given, the problem would at once arise as to its distribution. Quite evidently the need or the desert of each class of labour is not to be measured by its demands. The bolder should not be given all they ask merely for their boldness, while the more modest are insufficiently rewarded for the service they render because of their modesty. Some had evidently thought out their claims with particular respect to their power to compel concessions, while others based their demands upon the exceptional character of the services given, the long experience, and the training or character required. Still others found this a proper time to put forward claims which they felt were but a slender part of what justice would award were the whole scheme of wage making to be taken up afresh under a new order of things.

To reclassify the many hundreds of employments in which the 2,000,000 railroad workers engage would be a task calling for more time, skill, insight, and knowledge than we possess. At the outset, it was seen that there were grave inequalities in the rates of wages paid. But who should say what relationship each class of employees should bear to the other? Abstractly, why should an engineer receive $170 per month and a telegraph operator $90 per month? What ratio should the messenger boy's wage bear to that of a brakeman or that of a machinist's helper to a section boss, or that of a billing clerk to a train dispatcher? Or to be still more particular, what should be the proportionate wage of trainmen and stationmen? Should there, in fact, be, or could any scientific scheme be devised by which there might be arrived at some proper and certain method of determining the wage of a carpenter as against that of an electrician? So if the full amount of the claims were granted we should still be met with a problem impossible of certain solution—the proportionate share out of the total wage fund that should go to anyone.

In the world of economics this situation has been met by the simple application of supply and demand, which is in turn now varied, affected, and modified by those limitations arising out of the artificial, but necessary and historic, methods of collective bargaining.

One Dominating Fact

These forces have classified employments. In the growth of the railroads there has consequently been evolved no other plan for such classification, and no scientific relationship between the wages paid. The proposal that a new classification should be attempted is one which, to say the least, may not be accepted now. Nevertheless, there stands out one dominating fact, recognized by railroad work-

ers as well as by railroad officials—a conclusion compelled by that large sense of equity which governs where logical processes fail—that the lower grades of railroad employment, those in which the supply of labour has been less restricted, and where organization has been difficult, if not impossible, deserve wage increases out of proportion to the increases for those in superior grades.

Treatment of Different Crafts

In treating of different crafts, it is not without interest to recall that each of those workers who appeared made claim, with a quite manifest and very proper pride, that without his kind of labour the railroads could not be operated. And being essential to the large scheme, each asked that this pivotal nature of his work should be recognized in the wages paid. The train dispatcher spoke with enthusiasm of the large responsibilities that he bore, and he was followed by the section man, ready for call at every moment, a minuteman, without whom train dispatcher and train would alike be useless. So by slow steps as our inquiry proceeded we came to see that the only practicable way of dealing with a problem so indented with detail and so complex was to meet it on a large scale.

Should there be any increase in wages to these men in the railroad service? The railroads themselves have for the past two years been answering this question by yielding, some with a wise provision, and others too slowly for their own good, to the requests of their employees. It took neither tables nor charts nor briefs to make evident that, if the roads were to hold those men they had, concession must be made to the imperious demand of rising prices for the staples of living.

Call for Men in Certain Trades

Furthermore, an unprecedented call had come for men of certain trades in connection with the new industries that had been created by the war in Europe, and this long before our entry into the conflict. Machinists and ironworkers of all kinds found themselves to be essential to the great munition plants, and day labour of the most unskilled character rose into high demand. To meet this competition the roads had advanced wages by slow steps at first, and later more rapidly. It is hardly realized that the roads themselves have in two years, 1916 and 1917, increased wages approximately $350,000,000 per year, if applied to the present number of their employees.

But these advances were not in any way uniform, either as to employments or as to amounts or as to roads, so that one class of labour benefited much more than another on the same road, and as between roads there was the greatest divergence. The situation had been dealt with as pressure made necessary, and naturally those who, by organization or through force of competition, could exert most pressure fared best. Things came to a head just before the Government took over the railroads. Another three months of private management and we would have seen much more extensive concessions in wages, or there would have followed an unfortunate series of labour disturbances. The Government, therefore, has now to meet what would have come about in the natural course.

Indeed, the impatience of the men was only allayed, after Government intervention, by the assurance that the matter of wages would be promptly taken up and that the awarded increases would be retroactive as of January 1 of this year.

Government's Distinctive Position

The Government now enjoys this position of distinction—it is not yielding to threats; it is not compelled to a course by fear of any unpatriotic outburst; it is not making concessions to avoid disaster. There has been no hint that such a policy would be pursued by those who have it within their power. The right thing "at this time," a measure of justice, consideration for the needs of the men, whether organized or unorganized, whether replaceable or not replaceable—these are the standards that we have sought to

meet. By what amount have the railroad workers been disadvantaged by reason of the war, and how may that disadvantage be overcome with the largest degree of equity, assuming that, in common with all who do not wish to exploit the opportunities which the war affords, these workers can not have and will not expect a full meeting of the entire burden?

The course of first suggestion is to allow a uniform increase of so many dollars per month to each worker. This is the policy England has pursued, as is shown in Appendix I[1] of this report. It has the advantage of simplicity; but to our minds it fails primarily in drawing the distinction between those whose need is greatest and those who have largest leeway for sacrifice. To make a uniform wage increase of, say $20 per month, would increase the railroad budget by nearly $500,000,000 a year. It would be a boon to many whose wages are low, but in its uniformity it would fail to adapt itself to the varying needs of those whom it is intended to serve.

Cost of Living Studied

We have had a most exhaustive study made of the cost of living to-day as contrasted with the cost of living in the latter part of 1915, when by the reaction of the European war the American people first felt keenly the increase in the burdens of life and the need for higher wages. This study has been made without reference primarily to those quite thorough investigations which have been carried on by the Department of Labour and other governmental and many private agencies. And to our minds it conclusively establishes two things, (1) that the cost of living has increased disproportionately among those of small incomes, and (2) that there is a point up to which it is essential that the full increased cost shall be allowed as a wage increase, while from this point on the increase may be gradually diminished.

This study of the cost of living was not made from paper statistics exclusively, by the gathering of prices and comparisons of theoretical budgets. It was in no inconsiderable part an actual study from life, one of the most interesting and valuable groups of figures having been gathered by the newspapers of the country, by interviews with those of the working class, and the inspection of their simple books of accounts. Roughly, it may be said that the man who received $85 a month on January 1, 1916, now needs 40 per cent additional to his wage to give him the same living that he had then. Below that wage a larger percentage must be allowed, because the opportunity for substitution and other methods of thrift decline almost to a vanishing point, while above that wage a growing proportion of the increase will go to those things essential to cultured life, but non-essential to actual living.

Increase to Meet Living Cost

In fairness, therefore, a sufficient increase should be given to maintain that standard of living which had obtained in the pre-war period, when confessedly prices and wages were both low. And upon those who can best afford to sacrifice should be cast the greater burden.

Another argument that is compelling as against the uniform increase in existing wages is the unalterable fact that to give an equal amount, now, to all, would be giving to some a double increase, that which they had received from the railroads during the last two years, and that which the Government might award. For not all of the railroads made increases to the same classes, and no two made awards in the same percentages, even within the same groups of employments. The line of increases drawn upon a chart looks like a deeply serrated mountain chain. To add to all uniformly would be but to accentuate the inequalities resulting from the promptness of some roads as against the backwardness of others in meeting their workmen's needs.

There is high authority for saying that "to him that hath shall be given, but from him that hath not shall be taken

[1]The appendices to the report have not been included in this article.

away even that which he hath." This dictum as to the way of the world we take to have been the recognition of a fact, not the indorsement of an ideal. And the plan we recommend is an expression of the reverse policy. We take from no man that which he hath, insuring him as much as he has now (for no wages are to be lowered), but we would add materially to the fund of those who have least. And of these there are many.

Average Railroad Wages

It has been a somewhat popular impression that railroad employees were among the most highly paid workers. But figures gathered from the railroads disposed of this belief. Fifty-one per cent of all employees during December, 1917, received $75 per month or less; and 80 per cent received $100 per month or less. Even among the locomotive engineers, commonly spoken of as highly paid, a preponderating number receives less than $170 per month, and this compensation they have attained by the most compact and complete organization, handled with a full appreciation of all strategic values. Between the grades receiving from $150 to $250 per month, there is included less than 3 per cent of all the employees (excluding officials) and these aggregate less than 60,000 men out of a grand total of 2,000,000.

The greatest number of employees on all the roads fall into the class receiving between $60 and $65 per month, 181,693, while within the range of the next $10 in monthly salary there is a total of 312,761 persons. In December, 1917, there were 111,477 clerks receiving annual pay of $900 or less. In 1917 the average pay of this class was but $56.77 per month. There were 270,855 section men whose average pay as a class was $50.31 per month; 121,000 other unskilled labourers, whose average pay was $58.25 per month; 130,075 station service employees, whose average pay was $58.57 per month; 75,325 road freight brakemen and flagmen, whose average pay was $100.17 per month; and 16,465 road passenger brakemen and flagmen, whose average pay was $91.10 per month.

These, it is to be noted, are not prewar figures; they represent conditions after a year of war and two years of rising prices. And each dollar now represents in its power to purchase a place in which to live, food to eat, and clothing to wear, but 71 cents as against the 100 cents of January 1, 1916. That there has been such steadfast loyalty to the railroads, and so slight a disposition to use the lever of their necessity and their opportunity to compel, by ruthless action, an increase of wages, is not without significance and should not be passed without public recognition.

With the various conditions which have been detailed all in mind, the Commission has reached the conclusion that the fairest method of dealing with the problem of wage increases is to award increases on the following scale:

The Scale Recommended

1 To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.	2 Add the per cent named in this column.	3 Equivalent to amount named in this column.	4 Making new rate per month as shown in this column.
Under $46.00	.....	$20.00	.....
$ 46.01 to $ 47.00	43.00	20.21	$67.21
47.00 " 48.00	43.00	20.64	68.64
48.01 " 49.00	43.00	21.07	70.07
49.01 " 50.00	43.00	21.50	71.50
50.01 " 51.00	42.35	21.60	72.60
51.01 " 52.00	41.73	21.70	73.70
52.01 " 53.00	41.00	21.73	74.73
53.01 " 54.00	41.00	22.14	76.14
54.01 " 55.00	41.00	22.55	77.55
55.01 " 56.00	41.00	22.96	78.96
56.01 " 57.00	41.00	23.27	80.37
57.01 " 58.00	41.00	23.78	81.78
58.01 " 59.00	41.00	24.19	83.19
59.01 " 60.00	41.00	24.60	84.60
60.01 " 61.00	41.00	25.01	86.01
61.01 " 62.00	41.00	25.42	87.42
62.01 " 63.00	41.00	25.83	88.83
63.01 " 64.00	41.00	26.24	90.24
64.01 " 65.00	41.00	26.65	91.65
65.01 " 66.00	41.00	27.06	93.06
66.01 " 67.00	41.00	27.47	94.47
67.01 " 68.00	41.00	27.88	95.88
68.01 " 69.00	41.00	28.29	97.29
69.01 " 70.00	41.00	28.70	98.70

THE SCALE RECOMMENDED—*Continued.*

1 To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.	2 Add the per cent named in this column.	3 Equivalent to amount named in this column.	4 Making new rate per month as shown in this column.
70.01 " 71.00	41.00	29.11	100.11
71.01 " 72.00	41.00	29.52	101.52
72.01 " 73.00	41.00	29.93	102.93
73.01 " 74.00	41.00	30.34	104.34
74.01 " 75.00	41.00	30.75	105.75
75.01 " 76.00	41.00	31.16	107.16
76.01 " 77.00	41.00	31.57	108.57
77.01 " 78.00	41.00	31.98	109.98
78.01 " 79.00	41.00	32.39	111.39
79.01 " 80.00	40.87	32.70	112.70
80.01 " 81.00	40.44	32.75	113.75
81.01 " 82.00	40.00	32.80	114.80
82.01 " 83.00	40.00	33.20	116.20
83.01 " 84.00	40.00	33.60	117.60
84.01 " 85.00	40.00	34.00	119.00
85.01 " 86.00	39.36	33.85	119.85
86.01 " 87.00	38.74	33.70	120.70
87.01 " 88.00	38.13	33.55	121.55
88.01 " 89.00	37.53	33.40	122.40
89.01 " 90.00	36.95	33.25	123.25
90.01 " 91.00	36.38	33.10	124.10
91.01 " 92.00	35.82	32.95	124.95
92.01 " 93.00	35.27	32.80	125.80
93.01 " 94.00	34.74	32.65	126.65
94.01 " 95.00	34.22	32.50	127.50
95.01 " 96.00	33.70	32.35	128.35
96.01 " 97.00	33.20	32.20	129.20
97.01 " 98.00	32.71	32.05	130.05
98.01 " 99.00	32.23	31.90	130.90
99.01 " 100.00	31.75	31.75	131.75
100.01 " 101.00	31.29	31.60	132.60
101.01 " 102.00	30.84	31.45	133.45
102.01 " 103.00	30.39	31.30	134.30
103.01 " 104.00	29.96	31.15	135.15
104.01 " 105.00	29.53	31.00	136.00
105.01 " 106.00	29.11	30.85	136.85
106.01 " 107.00	28.70	30.70	137.70
107.01 " 108.00	28.29	30.55	138.55
108.01 " 109.00	27.89	30.40	139.40
109.01 " 110.00	27.50	30.25	140.25
110.01 " 111.00	27.12	30.10	141.10
111.01 " 112.00	26.74	29.95	141.95
112.01 " 113.00	26.38	29.80	142.80
113.01 " 114.00	26.01	29.65	143.65
114.01 " 115.00	25.66	29.50	144.50
115.01 " 116.00	25.31	29.35	145.35
116.01 " 117.00	24.96	29.20	146.20
117.01 " 118.00	24.62	29.05	147.05
118.01 " 119.00	24.29	28.90	147.90
119.01 " 120.00	23.96	28.75	148.75
120.01 " 121.00	23.64	28.60	149.60
121.01 " 122.00	23.32	28.45	150.45
122.01 " 123.00	23.01	28.30	151.30
123.01 " 124.00	22.70	28.15	152.15
124.01 " 125.00	22.40	28.00	153.00
125.01 " 126.00	22.11	27.85	153.85
126.01 " 127.00	21.81	27.70	154.70
127.01 " 128.00	21.53	27.55	155.55
128.01 " 129.00	21.24	27.40	156.40
129.01 " 130.00	20.96	27.25	157.25
130.01 " 131.00	20.69	27.10	158.10
131.01 " 132.00	20.42	26.95	158.95
132.01 " 133.00	20.15	26.80	159.80
133.01 " 134.00	19.89	26.65	160.65
134.01 " 135.00	19.63	26.50	161.50
135.01 " 136.00	19.38	26.35	162.25
136.01 " 137.00	19.13	26.20	163.20
137.01 " 138.00	18.88	26.05	164.05
138.01 " 139.00	18.64	25.90	164.90
139.01 " 140.00	18.39	25.75	165.75

THE SCALE RECOMMENDED—*Continued.*

1 To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.	2 Add the per cent named in this column.	3 Equivalent to amount named in this column.	4 Making new rate per month as shown in this column.
140.01 " 141.00	18.16	25.60	166.60
141.01 " 142.00	17.92	25.45	167.45
142.01 " 143.00	17.69	25.30	168.30
143.01 " 144.00	17.47	25.15	169.15
144.01 " 145.00	17.24	25.00	170.00
145.01 " 146.00	17.02	24.85	170.85
146.01 " 147.00	16.80	24.70	171.70
147.01 " 148.00	16.59	24.55	172.55
148.01 " 149.00	16.38	24.40	173.40
149.01 " 150.00	16.17	24.25	174.25
150.01 " 151.00	15.96	24.10	175.10
151.01 " 152.00	15.76	23.95	175.95
152.01 " 153.00	15.56	23.80	176.80
153.01 " 154.00	15.36	23.65	177.65
154.01 " 155.00	15.16	23.50	178.50
155.01 " 156.00	14.97	23.35	179.35
156.01 " 157.00	14.78	23.20	180.20
157.01 " 158.00	14.59	23.05	181.05
158.01 " 159.00	14.40	22.90	181.90
159.01 " 160.00	14.22	22.75	182.75
160.01 " 161.00	14.04	22.60	183.60
161.01 " 162.00	13.86	22.45	184.45
162.01 " 163.00	13.68	22.30	185.30
163.01 " 164.00	13.51	22.15	186.15
164.01 " 165.00	13.33	22.00	187.00
165.01 " 166.00	13.16	21.85	187.85
166.01 " 167.00	13.00	21.70	188.70
167.01 " 168.00	12.83	21.55	189.55
168.01 " 169.00	12.68	21.40	190.40
169.01 " 170.00	12.50	21.25	191.25
170.01 " 171.00	12.34	21.10	192.10
171.01 " 172.00	12.18	20.95	192.95
172.01 " 173.00	12.02	20.80	193.80
173.01 " 174.00	11.87	20.65	194.65
174.01 " 175.00	11.71	20.50	195.50
175.01 " 176.00	11.56	20.35	196.35
176.01 " 177.00	11.41	20.20	197.20
177.01 " 178.00	11.26	20.05	198.05
178.01 " 179.00	11.12	19.90	198.90
179.01 " 180.00	10.97	19.75	199.75
180.01 " 181.00	10.83	19.60	200.60
181.01 " 182.00	10.69	19.45	201.45
182.01 " 183.00	10.55	19.30	202.30
183.01 " 184.00	10.41	19.15	203.15
184.01 " 185.00	10.27	19.00	204.00
185.01 " 186.00	10.14	18.85	204.85
186.01 " 187.00	10.00	18.70	205.70
187.01 " 188.00	9.87	18.55	206.55
188.01 " 189.00	9.74	18.40	207.40
189.01 " 190.00	9.61	18.25	208.25
190.01 " 191.00	9.48	18.10	209.10
191.01 " 192.00	9.35	17.95	209.95
192.01 " 193.00	9.22	17.80	210.80
193.01 " 194.00	9.10	17.65	211.65
194.01 " 195.00	8.97	17.50	212.50
195.01 " 196.00	8.85	17.35	213.35
196.01 " 197.00	8.73	17.20	214.20
197.01 " 198.00	8.61	17.05	215.05
198.01 " 199.00	8.49	16.90	215.90
199.01 " 200.00	8.375	16.75	216.75
200.01 " 201.00	8.26	16.60	217.60
201.01 " 202.00	8.14	16.45	218.45
202.01 " 203.00	8.03	16.30	219.30
203.01 " 204.00	7.92	16.15	220.15
204.01 " 205.00	7.80	16.00	221.00
205.01 " 206.00	7.69	15.85	221.85
206.01 " 207.00	7.58	15.70	222.70
207.01 " 208.00	7.48	15.55	223.55

THE SCALE RECOMMENDED—*Concluded.*

1 To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.	2 Add the per cent named in this column.	3 Equivalent to amount named in this column.	4 Making new rate per month as shown in this column.
208.01 " 209.00	7.37	15.40	224.40
209.01 " 210.00	7.26	15.25	225.25
210.01 " 211.00	7.16	15.10	226.10
211.01 " 212.00	7.05	14.95	226.95
212.01 " 213.00	6.95	14.80	227.80
213.01 " 214.00	6.85	14.65	228.65
214.01 " 215.00	6.74	14.50	229.50
215.01 " 216.00	6.64	14.35	230.35
216.01 " 217.00	6.54	14.20	231.20
217.01 " 218.00	6.445	14.05	232.05
218.01 " 219.00	6.35	13.90	232.90
219.01 " 220.00	6.25	13.75	233.75
220.01 " 221.00	6.15	13.60	234.60
221.01 " 222.00	6.06	13.45	235.45
222.01 " 223.00	5.96	13.30	236.30
223.01 " 224.00	5.87	13.15	237.15
224.01 " 225.00	5.78	13.00	238.00
225.01 " 226.00	5.69	12.85	238.85
226.01 " 227.00	5.595	12.70	239.70
227.01 " 228.00	5.50	12.55	240.55
228.01 " 229.00	5.415	12.40	241.40
229.01 " 230.00	5.33	12.25	242.25
230.01 " 231.00	5.24	12.10	243.10
231.01 " 232.00	5.15	11.95	243.95
232.01 " 233.00	5.065	11.80	244.80
233.01 " 234.00	4.98	11.65	245.65
234.01 " 235.00	4.89	11.50	246.50
235.01 " 236.00	4.81	11.35	247.35
236.01 " 237.00	4.73	11.20	248.20
237.01 " 238.00	4.64	11.05	249.05
238.01 " 239.00	4.56	10.90	249.90
239.01 " 240.00	.....	10.00	250.00
240.01 " 241.00	.....	9.00	250.00
241.01 " 242.00	.....	8.00	250 00
242.01 " 243.00	.....	7.00	250.00
243.01 " 244.00	.....	6.00	250.00
244.01 " 245.00	.....	5.00	250.00
245.01 " 246.00	.....	4.00	250.00
246.01 " 247.00	.....	3.00	250.00
247.01 " 248.00	.....	2.00	250.00
248.01 " 249.00	.....	1.00	250.00
249.01 " 250.00	.....	.00	250.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in column 4. The roads will substitute for the "old rates" of December, 1915; scheduled in column 1, the "new rates" listed in column 4.

In applying the increases prescribed in the preceding tables to the wages of men paid on a monthly basis, the roads will substitute for each group of monthly wages of 1915, as listed in column 1, the amount named in column 4, on the same line.

The inclusion of the percentages contained in column 2 is merely to explain the method of arriving at the amounts contained in column 3, which added to the maximum amount for each group named in column 1 produces the "new rate per month" shown in column 4, on the same line.

Application of these new wages to the present pay rolls of the railroads, as nearly as may be, indicates that the net wage increases granted will approximate $300,000,000 a year. The magnitude of this amount is not staggering when the whole expenditure for wages on the railroads is considered. And whatever its effect upon the mind may be, we regard such an expenditure as necessary for the immediate allaying of a feeling that can not be wisely fostered by national inaction, and as not one dollar more than justice at this time requires. It will make hard places smoother for many who are now in sore need. It gives no bounty. It is not a bonus. It is no more than an honourable meeting of an obligation.

Application to the Scale

These increases are to be applied to the rates of wages in effect on December 31, 1915. They do not represent a net increase at this time. Because our figures as to the increase of living costs have been gathered with reference to the two-year period January, 1916, to April, 1918, the wage increases are reckoned with respect to the same dates. The telegrapher who holds the same position to-day that he did the last day of December, 1915, and who then received $75 a month and has received no increase since, will receive an additional wage of $30.75 per month. If he has received an increase in these two years of $10 per month, the recommended increase of his wage will be cut down by that much, making his net advance $20.75. The section hand who on December 31, 1915, received a wage of $50 per month, will receive an increase of $21.50 per month, less whatever his monthly wage as section man may have been advanced in the intervening two years.

Based on Rate of Increase

In the application of the scale the wage runs with the place. If in the past two years an employee has been promoted,

his new wage is based upon the rate of increase applicable to the new schedule governing the new place.

Reductions in hours are not to be regarded as increases in pay. This rule is made necessary, first, by its justice, for it is not to be contemplated that hours are reduced to decrease earnings; and, second, by the impracticability of applying any other rule. In some cases the decrease in daily hours did affect an increase in total wages paid, by reason of overtime, but in other cases, where the railroads adjusted themselves to an eight or a nine hour day, there was no increase in the monthly compensation. To differentiate between these cases would be an interminable task. Moreover, we assume the good faith of all reductions in hours as being what they pretend to be.

There are some few cases where the roads, by reason of abnormal conditions, largely local, and arising out of the extreme competition in certain trades, have granted wage increases which will well-nigh cover, if not altogether cover, the increases here made. As to those who have received such increases, we advise no other course than that the scale be adhered to, for it has its foundation in principle and not in the compelling force of any unusual competitive conditions. In no event, however, should there be any reduction in wages from those now obtaining.

Must Maintain Complement

The railroads must, however, maintain their complement of workers, and if, by meeting fairly, as here, the needs of the time, this end can not be secured, there must be allowed play for other forces than those we have recognized.

In the application of the scale, that percentage of increase is to be applied which is awarded to the normal time wages paid to the individual in each position in the railroad service on December 31, 1915. There are, however, employees of certain classes, and upon a number of roads, whose wages are paid upon a piecework basis, and there are also numbers of employees on practically all the roads whose hours of service at times run beyond the straight hours of service established for a day's work of the kind they perform. A practical plan for wage increases, in harmony with the scale, has been devised for application to piecework wages and wages for recognized overtime.

Simplicity of Method

While the method of increasing wages here devised is manifestly one of simplicity when applied to the straight schedules of hourly, daily, or monthly pay, we have found much difficulty in adapting the plan to the elaborate and intricate schedules of the trainmen, from which there is apparently no desire on the part of the railroad operators or the trainmen to depart. This, however, we have succeeded in doing in such manner as to translate the increase into mileage rates, thus maintaining the existing schedules relating to the method of pay. Accepting the average monthly earnings of employees in the train and engine service for the fiscal year ended 1915 as accurately reflecting the rates paid to those classes we have adopted, as the percentage of increase to be applied to the mileage rates obtaining for the several classes of trainmen, that percentage of increase which is awarded to employees generally whose earnings are equal to the average earnings of each of the several classes of trainmen. Thus, in the case of road passenger engineers, their average earnings in 1915 were $178.46. The individual employee in any other branch of the railroad service whose monthly wage is $178.46 will receive a wage increase of 11¼ per cent, and the road passenger engineers as a class will receive an increase of 11¼ per cent in their existing mileage rates. And the same method obtains for each of the classes of trainmen paid on the mileage basis.

At the outset of the hearings it was manifest that the matter of hours of

service is lodged deep in labour's mind. A standard day of reasonably limited length is as much a part of the measure of justice with the workingman as is his rate of wage.

Slowly and steadily, by force of law somewhat, but also by the voluntary act of the employers, a shorter workday is being put into effect. This tendency will continue, and the shorter day will come to be regarded, not as a means of minimizing the returns which the worker gains, but as a conserver of the human material upon which industry rests. This matter of work time must be submitted to the pragmatic test. Society will come to see that there is a maximum which is beyond the Plimsoll mark of wisdom, and a minimum that makes society in many ways the sufferer. The line of moderation, the medial line, is one that must be proved by experience. The wise employer will look with sympathetic eye to find it, and the wise employee will attempt in good faith to make it manifest. It would be a splendid achievement if we could at this time crystalize the experience of the world into a conclusion concerning the length of the workday that would be of universal application. But this is not possible now for many reasons, not the least of which is an insufficiency of data touching so many and such diverse employments which call for such differing strains upon human nerves and muscles.

This, moreover, is not the time, in the judgment of the Commission, to make experiments which might lessen the output of that commodity which railroad men produce—tons of freight hauled and numbers of passengers carried. The one thing now imperative is volume of and speed in railroad output. Since the Commission's work began, as before, our needs as a nation, and the vital needs of those nations with whom we are allied, have been imperilled by the shortcomings of our transportation system. There is no one who wishes to risk a repetition of this condition. On the contrary, all desire that naught shall be done which will make it likely.

Position of the Employees

The railroad employees have asked for the shorter day, saying frankly that they did not wish an increased rate for overtime save as a means of compelling the observance of shorter hours—a penalizing of the employers for too long a work day. At this time, however, when urgent and serious necessity compels sacrifice from all, to penalize the Government for working its men as long as they have been in the habit of working under their private employers, the railroad companies, is to take advantage of the twofold embarrassment of the Government —its need for the work and its inability to call in outside men. The Commission does not believe that the railroad employees really want thus to hamper the transportation facilities of the country in its hour of need.

Manifestly, therefore, at this time, when men must be constantly taken from the railroads, as from all other industries, to fill the growing needs of the nation's army, hours of labour can not be shortened and thereby a greater number of men be required for railroad work. The nation can not, in good faith, call upon the farmers and the miners to work as never before and press themselves to unusual tasks, and at the same time so shorten the hours of railroad men as to call from farm and mine additional and unskilled men to run the railroads. While the Commission is strongly disposed to a standard day, in so far as the nature of the service will permit it, its firm judgment consequently is that the existing hours of service in effect on the railroads should be maintained for the period of the war.

Exhaustive Study is Urged

But with this we earnestly urge that a most exhaustive study be made of this matter of hours of service, not with a view to the adoption of some arbitrary and universal policy which shall have no regard to the kind of work done, or to the effect upon the railroad service, but with these very considerations in mind.

And we have gone into this matter far enough to justify to ourselves the belief that by the steady application of such sympathetic consideration, the railroad service may be improved, and at the same time fuller opportunity be given for lifting a burden that falls disproportionately upon some of the less favoured of the railroad workers.

Overtime Pay

Closely allied to the matter of hours of service is that of extra pay for overtime. In fact, the whole theory of those who speak for labour is that extra pay for overtime is the logical way to force the standard day of reasonable hours with no work thereafter. In that theory there may or may not be force; but quite apart from such view, certain it is that in harmony with the broader idea that fair hours of rest and recreation are the labourer's right, the use of those hours in industry may well be obtained only at a wage much above the normal. With overtime as with hours of service, however, the Commission believes that the existing rules and conditions of payment should not be disturbed during the period of the war. But at the time when the study of the matter of hours of service is made, that study must sympathetically cover also the broad and kindred field of compensation for the overtime which is necessary in certain classes of service.

Apprentices

Organized labour realizes that at a time when men are being speeded up in the colleges by being given special courses in chemistry and other scientific subjects necessary for war work, the rules of inhibition touching the term of apprentices must be liberalized so that those who are competent shall the more quickly be enabled to place their full skill at the nation's service. It is the view of the Commission that the full measure of the increases herein suggested shall go only to those above 21 years of age, and that those from 18 to 21 shall have three-fourths of such increases, and those under 18 one-half of such increases. This rule, however, might well be modified to this extent, that if apprentices are graduated into the full status of journeymen before they have reached 21 years they shall have the full pay of this new status.

Floating Equipment Employees

This award shall be construed to apply to employees of railroads operating ferries, tugboats, lighters, barges, and any other floating equipment operated as terminal or transfer facilities, but shall not be construed as applying to railroad employees on, or in connection with the operation of, cargo and passenger carrying equipment on lakes, rivers, or in coastwise or ocean traffic.

Wage Adjustments by Other Boards

The award of the Commission shall not be applicable to those employees whose compensation is the result of adjustments by or through any agency established for the purpose by the Navy Department, the War Department, the Department of Commerce, the United States Shipping Board, or any other Government agency created since the entry of the United States into the war.

Effective Date of Increases

The wage increases provided for in the scale shall be effective as of January 1, 1918, and are to be paid to all who were then in the railroad service or who have come into such service since and remained therein, according to the time served. The proper rateable amount shall also be paid to those who have been for any reason since January 1, 1918, dismissed from the service, but shall not be paid to those who have left it voluntarily, because remaining in the service was the consideration of the promise to make the increases effective from the date mentioned. Men who have left the railroads to enter the Army or Navy shall be entitled to the pro rata increases accruing on their wages up to the time they left, as they have continued in the service of

the nation. The same rule shall apply to those who have passed from one branch of the railroad service or from one road to another.

The increases as to the employees of any road shall be effective only from the time the railroads were taken over by the Government.

Employment of Women

The employment of women is one of the important problems confronting those in charge of the actual operation of the railroads. Up to the time of the abnormal demand for labour created by the European war, women were not extensively employed by the railroads except as stenographers and clerks in the offices, and as charwomen, car washers and cleaners, and other employments of like character. Since the war they have entered the shops, have engaged in handling freight and baggage, and have even been employed upon the tracks. Much of this work requires a physical effort beyond the strength of women, and some of it is carried on under conditions menacing to health, safety, and morals.

The labour in our shops and elsewhere must be diluted as the war takes to itself an increasing number of men. Women must, to some degree, take these places. They should be cared for. Their burden should not be such as to hazard their health. Their hours should be reasonably short. Their working conditions should be healthful and fitted to their needs. And their pay, when they do the full work of men, should be the same as that of men.

Nearly all the States have laws which restrict the hours of service of women. The exigency of war work is not so great that the railroads should be permitted to employ women except under the restrictions of those laws and in classes of service comprehended by them unless the restrictions prescribed by the laws are extended to the service and all proper moral and sanitary surroundings are provided.

Discrimination Against Employees

The investigation of the Commission disclosed many inequalities of pay in the same branch of service, not only as between different sections of the country but in the same section. The attention of the railroad managers should be directed to these inequalities, with a view to removing them whenever the discrimination is not justified by differences in the efficiency of the labour, the cost of living, or other conditions legitimately affecting the rate of wages. In every case where the same service is rendered there should be the same pay without regard to sex or race.

Members of organizations and nonmembers must stand upon the same footing. In some branches of the service, and this is peculiarly true of those least paid, there are no organizations, or, if any, they are limited in their membership and restricted in their locality. But, whether organized or unorganized, the purpose must be duly to consider every branch of the service and to accord fair treatment to all.

Salaries of Officials

In carrying out the direction to the Commission to "make a general investigation of the compensation of persons in the railroad service," the investigation obviously included a consideration of the compensation of those persons who are classed as officials. The Commission, therefore, by an individual "questionnaire" which all officials were required to answer, and also by a report obtained from each railroad, secured the names of all persons receiving a compensation of $5,000 and upward, together with a full statement of the services performed by each of them.

The total compensation for the year ending December 31, 1917, paid to such officials is approximately $30,000,000. The individual salaries varied from $5,000 to $100,000. It is reasonably certain from the facts gathered by the Commission that a substantial readjustment

of such salaries may be made and the efficient operation of the railroads promoted thereby. Such readjustment of salaries, however, presents an individual proposition as applicable to each official. Some salaries may well be abolished altogether, others greatly reduced, while in some cases of lesser paid officials an increase would be warranted.

The Commission recommends that during the period of Government conduct of the railroads no salaries paid to officials who are not essential to the operation of the roads shall be charged as part of the operating expenses, and that a careful study be made of the proper relation between the salaries of the higher officials and those of their subordinates with a view to readjustments in the interest of the highest efficiency of the service.

There should be constituted a tribunal or tribunals to continue the study of railroad labour problems composed, in part at least, of men experienced in this kind of work, for as to these problems there can be no finality. Conditions are ever changing, and new adjustments must from time to time be made, and there should always be an existing tribunal authorized to take present appropriate action. Many complaints have been made to us by individuals and groups of men which it was impossible for us to investigate, and which should be investigated and redress afforded if the complaints are well founded. Among these are differences of pay where there are no, or only negligible, differences in the services rendered. Conditions of employment are described which, if the descriptions be true, demand amelioration. A Commission for each of the general divisions of the railroad system would undoubtedly be fully occupied for a long time in dealing with such matters. In the meantime the managers or others officials operating the several roads could do much to improve the situation by dealing with the conditions on their respective roads.

Importance of Railroads

It would be impossible to magnify the importance of the American system of railroads in the conduct of this war. The country is vast, and has been developed upon a plan which makes each section dependent upon all others. In no other one particular are we so truly interdependent as in our industrial life. No one section lives to itself alone, and none of our great industries draws its materials from the vicinage or finds its markets near at hand. In a word, our industries are national in an uncommon sense. The steel that is fabricated into a shell in Pennsylvania comes from Minnesota and the copper from Montana. The spruce struts that support the wings of our aeroplanes grow in Oregon, while the cotton which covers the wings comes from the South. These will serve to make clear how entire is our dependence upon the railroads and those who operate them.

That England should want for bread because American railroad equipment was unwisely distributed or unnecessarily immobile is a thing not to be explained to the Englishman, who regards our system of railroads and our method of railroading as the model for the world, excelling either public or private systems elsewhere.

For our needs and for our pride this standard of superiority must be maintained, and to this end no other one thing will so greatly conduce as wisdom and justness in dealing with the actual workers on the roads. What has been here done is perhaps all that can be done now. The spirit which prompted the Commission should not be permitted to languish or to flatten out into expansive inefficiency. The labour problem is never one exclusively of wages or hours. When it does become no more then the human element has gone out of the management, it has become too remote in space or in spirit to make good. The table of wage increases presented in this report we urge should be constructed in the largest spirit of liberality, so as to draw forth from the men a recognition

of that sense of reciprocity which it speaks—good wages for good service. The policy comes from above; its sympathetic application must be left to those below.

Appreciation of Services

We desire in closing this report to express our most sincere appreciation of the services rendered to the Commission by Frederick W. Lehmann, as counsel; by William A. Ryan, as secretary; by Edward J. Barcalo, Riley L. Redpath, and Lathrop Brown, as the board of examiners; and by William A. Hathaway, J. C. Bowen, Charles P. Neill, Fred. A. Burgess, A. O. Wharton, and C. W. Hillman, as special statisticians.

Respectfully submitted,

FRANKLIN K. LANE.

C. C. MCCHORD.

J. HARRY COVINGTON.

WILLIAM R. WILLCOX.

General Order Fixing Wages and Hours

On May 25, Director General McAdoo issued a General Order, which, with certain modifications, put into effect the recommendations of the Railroad Wage Commission. The Order applies to the employees of 164 railroads, and, in addition to such roads, "all terminal, union station, and switching companies, all or a majority of whose stock is owned by railroads named." The Order states further that other railroads may be added to the list, and that the Pullman company, whose status is now being considered, will also be added if it should be decided to place the Pullman company under Federal control.

The Director General deviates from the Railroad Wage Commission on the question of the eight-hour day. "I agree," he says, "with the Commission that it is not applicable at this time, . . . to reduce the actual hours of labour to eight in every line of railroad work. Nevertheless, I am convinced that no further enquiry is needed to demonstrate that the principle of the basic eight-hour day is reasonable and just, and that all further contentions about it should be set at rest by a recognition of that principle as a part of its decision. Recognition of the principle of the basic eight-hour day in railroad service is, therefore, hereby made."

In connection with the employment of women, the order states that "when women are employed their working conditions must be healthful and fitted to their needs. The laws enacted for the Government of their employment must be observed, and their pay, when they do the same class of work as men, shall be the same as men."

Rates of Wages and Methods of Computation

The wage increases have been subdivided in the order as follows:

Rates of wages of railroad employees paid upon (a) monthly basis, (b) daily basis, (c) hourly basis, (d) piece-work basis, (e) mileage basis.

The tables by sections are given below:

Section A.—*Rates of wages of railroad employees paid upon a monthly basis.*

The Director General adopts the scale recommended by the Commission which appears on pages 424-426 of this issue.

Section B.—*Rates of wages of railroad employees paid upon daily basis.*

("Old rates" are those of December, 1915.)

Old rate per day.	New rate per day.	Old rate per day.	New rate per day.	Old rate per day.	New rate per day.
$0.75	$1.52	$3.05	$4.30	$5.35	$6.34
.80	1.57	3.10	4.36	5.40	6.38
.85	1.62	3.15	4.41	5.45	6.43
.90	1.67	3.20	4.48	5.50	6.47
.95	1.72	3.25	4.55	5.55	6.51
1.00	1.77	3.30	4.60	5.60	6.55
1.05	1.82	3.35	4.65	5.65	6.60
1.10	1.87	3.40	4.70	5.70	6.64
1.15	1.92	3.45	4.72	5.75	6.68
1.20	1.97	3.50	4.77	5.80	6.73
1.25	2.02	3.55	4.81	5.85	6.77
1.30	2.07	3.60	4.85	5.90	6.81
1.35	2.12	3.65	4.90	5.95	6.85
1.40	2.17	3.70	4.94	6.00	6.90
1.45	2.22	3.75	4.98	6.05	6.94
1.50	2.27	3.80	5.03	6.10	6.98
1.55	2.32	3.85	5.07	6.15	7.02
1.60	2.37	3.90	5.11	6.20	7.06
1.65	2.42	3.95	5.15	6.25	7.11
1.70	2.47	4.00	5.20	6.30	7.15
1.75	2.52	4.05	5.24	6.35	7.19
1.80	2.57	4.10	5.28	6.40	7.23
1.85	2.65	4.15	5.32	6.45	7.28
1.90	2.72	4.20	5.36	6.50	7.32
1.95	2.77	4.25	5.40	6.55	7.36
2.00	2.83	4.30	5.45	6.60	7.41
2.05	2.89	4.35	5.49	6.65	7.45
2.10	2.96	4.40	5.53	6.70	7.49
2.15	3.03	4.45	5.58	6.75	7.53
2.20	3.10	4.50	5.62	6.80	7.58
2.25	3.17	4.55	5.66	6.85	7.62
2.30	3.24	4.60	5.71	6.90	7.66
2.35	3.31	4.65	5.75	6.95	7.70
2.40	3.38	4.70	5.79	7.00	7.75
2.45	3.45	4.75	5.83	7.05	7.79
2.50	3.53	4.80	5.88	7.10	7.83
2.55	3.60	4.85	5.92	7.15	7.88
2.60	3.67	4.90	5.96	7.20	7.91
2.65	3.74	4.95	6.00	7.25	7.96
2.70	3.81	5.00	6.05	7.30	8.00
2.75	3.88	5.05	6.09	7.35	8.04
2.80	3.95	5.10	6.13	7.40	8.08
2.85	4.02	5.15	6.17	7.45	8.13
2.90	4.09	5.20	6.21	7.50	8.17
2.95	4.16	5.25	6.26	7.55	8.21
3.00	4.23	5.30	6.30	7.60	8.25

For common labour paid by the day the scale of new rates per day shown shall apply, with the provision, however, that as a minimum 20 cents per 8-hour day, 22½ cents per 9-hour day, 25 cents per 10-hour day, 27½ cents per 11-hour day, and 30 cents per 12-hour day will be added to the rates paid per day as of December 31, 1917.

METHOD OF APPLYING INCREASES TO DAILY RATES.

(1) Employee, December, 1915, $3:

Increased to new rate of $4.23 per day	$109.98
January 1, 1918, his pay was raised for same work to $3.50 per day, equal per month to	91.00
Difference in pay: 1 month	18.98
5 months	94.90
An 8-hour 26-day month both years.	
Worked 62 hours overtime, at new 1918 rate ..... 52.9c. — $32.80	
Was paid 62 hours overtime at .. 37.5c. — 23.25	
	9.55
Total back pay due January 1 to May 31, 1918	104.45

(2) Employee "C" was employed in 1918, but not in 1915. Rate of pay on the district where he is employed in 1918, in 1915 was $1.10 per day. The 1918 rate of pay is, on the same district, $1.50 per day. The new rate is $1.87 per day. He will, therefore, be entitled to receive from January 1, 1918, to May 31, 1918, 37 cents per day additional for each day he worked in that period.

Section C.—*Rates of wages of railroad employees paid upon hourly basis.*

(Rates of pay in cents per hour. "Old rates" are those of December, 1915.)

Old rate per hour.	New rate per hour.	Old rate per hour.	New rate per hour.	Old rate per hour.	New rate per hour.
10	19.75	47	62.50	84	94.00
10.5	20.25	46.5	63.00	84.5	94.50
11	20.75	48	63.25	85	94.75
11.5	21.25	48.5	63.75	85.5	95.25
12	21.75	49	64.25	86	95.75
12.5	22.25	49.5	64.75	86.5	96.00
13	22.75	50	65.00	87	96.50
13.5	23.25	50.5	65.25	87.5	97.00
14	23.75	51	65.75	88	97.25
14.5	24.25	51.5	66.25	88.5	97.75
15	24.75	52	66.50	89	98.25
15.5	25.25	52.5	67.00	89.5	98.50
16	25.75	53	67.50	90	99.00
16.5	26.25	53.5	68.00	90.5	99.50
17	26.75	54	68.25	91	99.75
17.5	27.25	54.5	68.75	91.5	100.25
18	27.75	55	69.25	92	100.75
18.5	28.25	55.5	69.75	92.5	101.25
19	28.75	56	70.00	93	101.50
19.5	29.25	56.5	70.50	93.5	102.00
20	29.75	57	71.00	94	102.50
20.5	30.25	57.5	71.50	94.5	102.75
21	30.75	58	71.75	95	103.25
21.5	31.25	58.5	72.25	95.5	103.75
22	31.75	59	72.75	96	104.25
22.5	32.25	59.5	73.00	96.5	104.50
23	33.00	60	73.50	97	105.00
23.5	33.75	60.5	74.00	97.5	105.50
24	34.50	61	74.50	98	106.00
24.5	35.00	61.5	74.75	98.5	106.25
25	35.50	62	75.25	99	106.75
25.5	36.00	62.5	75.75	99.5	107.25
26	36.75	63	76.00	100	107.50
26.5	37.50	63.5	76.50	100.5	108.00
27	38.25	64	76.75	101	108.25
27.5	39.00	64.5	77.25	101.5	108.75
28	39.50	65	77.75	102	109.25
28.5	40.25	65.5	78.25	102.5	109.75
29	41.00	66	78.50	103.	110.00

(Rates of pay in cents per hour. "Old rates" are those of December, 1915)—*Continued.*

Old rate per hour	New rate per hour	Old rate per hour.	New rate per hour.	Old rate per hour.	New rate per hour.
29.5	41.75	66.5	79.00	103.5	110.50
30	42.50	67	79.50	104	111.00
30.5	43.00	67.5	79.75	104.5	111.25
31	43.75	68	80.25	105	111.75
31.5	44.50	68.5	80.75	105.5	112.25
32	45.25	69	81.25	106	112.75
22.5	46.00	69.5	81.50	106.5	113.00
33	46.75	70	82.00	107	113.50
32.5	47.25	70.5	82.50	107.5	114.00
34	48.00	71	83.00	108	114.25
34.5	48.75	71.5	83.25	108.5	114.75
35	49.50	72	83.75	109	115.25
35.5	50.25	72.5	84.25	109.5	115.75
36	51.00	73	84.50	110	116.00
36.5	51.50	73.5	85.00	110.5	116.50
37	52.25	74	85.50	111	117.00
37.5	53.00	74.5	86.00	111.5	117.25
38	53.75	75	86.25	112	117.75
38.5	54.25	75.5	86.75	112.5	118.25
39	54.75	76	87.00	113	118.50
39.5	55.50	76.5	87.50	113.5	119.00
40	56.00	77	88.00	114	119.50
40.5	57.65	77.5	88.25	114.5	119.75
41	57.25	78	88.75	115	120.00
41.5	57.75	78.5	89.25	115.5	120.00
42	58.25	79	89.75	116	120.00
42.5	58.50	79.5	90.00	116.5	120.00
43	59.00	80	90.50	117	120.00
43.5	59.50	80.5	91.00	117.5	120.00
44	60.00	81	91.50	118	120.00
44.5	60.25	81.5	91.75	118.5	120.00
45	60.75	82	92.25	119	120.00
45.5	61.25	82.5	92.75	119.5	120.00
46	61.50	83	93.00	120	120.00
46.5	62.00	83.5	93.50	....	.....

While it is expected that the Board of Railroad Wages and Working Conditions hereinafter created shall give consideration to all questions of inequality as between individuals and classes of employees throughout, sufficient information is available to justify certain conclusions with respect to the mechanical crafts, and in the case of machinists, boilermakers, blacksmiths and other shop mechanics who have been receiving the same hourly rates, the increases named in this order shall apply, with a minimum wage of 55 cents per hour.

It is recognized that this may still leave among shop employees certain inequalities as to individual employees, to which the Board of Railroad Wages and Working Conditions will give prompt consideration.

For common labour paid by the hour, the scale named herein shall apply, with the provision, however, that as a minimum 2½ cents per hour will be added to the rates paid per hour, as of December 31, 1917.

METHOD OF APPLYING INCREASES TO HOURLY RATES.

(1) Machinist worked in January, 1918, 8 hours per day, 27 days, total 216 hours straight time.

The rate of pay for this position in December, 1915, was 34 cents per hour; new rate under this order 48 cents per hour, but with minimum rate of 55 cents per hour as herein ordered, will receive.		$118.80
In January, 1918, his rate of pay was 37½ cents per hour, for 216 hours, equals		81.00
Difference 1 month		$37.80
On basis of working same amount straight time each, month for 5 months (January 1 to May 31)		189.00
Also worked in same period 90 hours overtime at time and one-half, new 55 cents minimum rate, or 82½ cents, equals	$74.25	
Was paid 56¼ cents (time and one-half).	50.63	
		23.62
Balance due January 1 to May 31, 1918		$212.62

(2) Machinist worked in January, 1918, 10 hours per day, 26 days; total, 260 hours straight time.

The rate of pay for this position in 1915 was 34 cents per hour; new rate under this order, 48 cents per hour, but with minimum rate of 55 cents per hour as herein ordered will receive		$143.00
In January, 1918, his rate of pay was 37½ cents per hour; 260 hours equals		97.50
Difference 1 month		$45.50
On basis of working same amount of straight time each month for 5 months (January 1 to May 31)		227.50
Also worked in same period 90 hours overtime at pro rata rate, new 55-cent minimum rate, equals	$49.50	
Was paid at 37½-cent rate pro rata overtime, on	33.75	
		15.75
Balance due January 1 to May 31, 1918		$243.25

(3) Machinist "D" was employed in the same shop in December, 1915, and in 1918 on the same class of work. His hourly rate in December, 1915, was 35 cents for 9 hours, 26 days a month. He was paid for overtime and Sunday work at time and one-half. On January 1, 1918, his hours were reduced to 8 and his rate increased to 40 cents. The new hourly rate applicable to his 1915 rate, viz., 49½ cents being less than the minimum of 55 cents, his new rate will be 55 cents per hour. In 1918, from January 1 to May 31, he worked 234 hours per month, or an average of one hour overtime daily on the 1918 schedule. This for five months gives him 130 hours overtime. He has been paid as follows:

1,040 hours straight time, at 40 cents	$416.00
130 hours overtime, at 60 cents	78.00
Total	$494.00

His back pay will be compulsed as follows:

1,040 hours straight time, at 55 cents	$572.00
130 hours overtime, at 82½ cents	107.25
Total	$679.25
Deduct payment at 1918 rates	494.00
Back pay due	$185.25

and his future rate per hour will be 55 cents.

(4) In the case of employee "E," who was employed in a shop where the rate for his position was 35 cents per hour for 8 hours' work in 1915, with time and one-half for overtime, but in the same position and same shop with the same hours in 1918 his rate is 45 cents per hour; his earnings in 1915 in the standard 208-hour month would be $72.80 per month, and he would be entitled to the new hourly rate of 49½ cents per hour. His straight time and overtime earnings and back pay would be computed in exactly the same manner as machinist "D." The principles illustrated will apply to all men paid by the hour, whatever their occupation may be.

Section D.—*Rates of wages of railroad employees paid upon piecework basis.*

METHOD OF APPLYING INCREASES TO PIECE RATES.

(1) The pieceworker shall receive for each hour worked the same increase per hour as is awarded to the hourly worker engaged in similar employment in the same shop.

(2) If the hourly rate has been increased since 1915 to an amount greater than the increase herein fixed, then the higher rate shall prevail.

(3) Where there was no piece rate for an item or operation in the piece-rate schedule of 1915, adjust the current price by such an amount as a similar item or operation has been increased or decreased since December 31, 1915, or as near such a plan as practicable.

(4) It is understood that the application of this order shall not, in any case, operate to reduce current earnings.

(5) When a pieceworker works overtime or undertime, he shall receive that proportion of the increase provided in the schedule which the time actually worked bears to the normal time in the position.

(6) Overtime is not to be considered solely as the number of hours employed in excess of the normal hours per month in the position, but rather the time employed in excess of the normal hours per day.

(7) Employee "F" was employed under a piecework schedule in a shop where the basic hourly rate was 35 cents for eight hours, with time and one-half for overtime. This rate under the plan illustrated above will be increased to 49½ cents per hour. Difference, 14½ cents.

Regardless of the schedule of piece rates under which he is paid, under this order "F" will be entitled to receive 14½ cents per hour in addition to his piecework earnings for every hour worked in 1918 unless the hourly rate shall in the interim have been raised and a proportionate increase made in the piecework schedule.

For example: Assume that "F" made $90 in December, 1915, at his piecework. At the hourly rate he would have earned only $72.80, and his hourly rate must therefore be increased to 49½ cents.

If, in January, 1918, he has attained sufficient skill to earn $100 on the same piecework schedule, he will be entitled to receive, nevertheless, 14½ cents per hour for each hour of straight time worked, and for each hour of overtime, 21¾ cents additional (if time and one-half for overtime is in effect).

Assume that in the five months, January 1 to May 31, "F" has worked 1,040 hours straight time, and 130 hours overtime, and has, at his piecework schedule earned $500. He will be entitled, nevertheless, to receive as back pay, the following amount:

1,040 hours at 14½ cents per hour	$150.80
130 hours at 21¾ cents per hour	28.28
	$179.08

But if in January, 1918, the basic hourly rate had been increased to 50 cents, and this increase had been correspondingly expressed in his piecework schedule, he would be entitled to no back pay. If, on the other hand, the hourly rate had been increased from 35 cents in 1915 to 45 on January 1, 1918, and this increase had been expressed in a corresponding increase in the piecework schedule, then "F" would be entitled to receive back pay at 4½ cents per hour for straight time and 6¾ cents per hour overtime.

If the practice in the shop, however, had been to pay pro rata for overtime, then the rate for such overtime since January 1, 1918, would be pro rata at 4½ cents, or 14½ cents per hour, according to whether piece rates had been or had not been increased.

(8) Employee's December, 1915, rate was 38½ cents, which rate in this order for 8 hours per day entitles him to 54¼ cents per hour. His basic rate had, on January 1, 1918, been raised to 42½ cents per hour. Piecework rates had not been raised in the interval. This man earned in 208 hours $100. He is entitled to a raise of 11¾ cents per hour.

11¾ cents x 208:
1 month.....$ 24.44
5 months..... 122.20

The following rates will apply "per day" or its established equivalent in "miles":

Section E.—*Rates of wages of railroad employees paid upon mileage basis.*

PASSENGER ENGINEERS.
("Old rates" are those of December, 1915)

Old.	New.	Old.	New.	Old.	New.
$4.10	$4.56	$4.65	$5.17	$5.35	$5.95
4.15	4.62	4.70	5.23	5.40	6.01
4.20	4.67	4.75	5.28	5.53	6.15
4.25	4.73	4.78	5.32	5.55	6.17
4.30	4.78	4.80	5.34	5.65	6.29
4.35	4.84	4.90	5.45	5.90	6.56
4.40	4.90	4.95	5.51	6.00	6.68
4.45	4.95	5.00	5.56	6.05	6.73
4.50	5.01	5.05	5.62	6.25	6.95
4.53	5.04	5.13	5.71	6.30	7.01
4.55	5.06	5.15	5.73	6.50	7.23
4.60	5.12	5.28	5.87	7.00	6.79

PASSENGER FIREMEN.

Old.	New.	Old.	New.	Old.	New.
$1.91	$2.46	$2.69	$3.46	$3.10	$3.99
2.25	2.90	2.70	3.48	3.15	4.06
2.33	3.00	2.75	3.54	3.20	4.12
2.34	3.01	2.76	3.55	3.39	4.25
2.40	3.09	2.78	3.58	3.35	4.31
2.42	3.12	2.80	3.61	3.40	4.38
2.45	3.15	2.84	3.66	3.45	4.44
2.50	3.22	2.85	3.67	3.60	4.64
2.51	3.23	2.90	3.73	3.75	4.83
2.55	3.28	2.95	3.80	4.00	5.15
2.60	3.35	3.00	3.86	4.15	5.34
2.62	3.37	3.05	3.93	4.25	5.47
2.65	3.41	....	....	....	....

PASSENGER CONDUCTORS

Old.	New.	Old.	New.	Old.	New
$2.50	$2.89	$2.68	$3.10	$2.90	$3.35
2.60	3.00	2.75	3.18	3.47	4.01

PASSENGER BAGGAGEMEN.

Old.	New.	Old.	New.	Old.	New.
$					
$1.40	$1.94	$1.54	$2.13	$1.70	$2.35
1.45	2.00	1.61	2.23	2.00	2.77
1.49	2.06	1.65	2.28	....	....

PASSENGER TRAINMEN.

Old.	New.	Old.	New.	Old.	New.
$1.35	$1.88	$1.47	$2.05	$1.55	$2.16
1.43	1.99	1.49	2.08	1.60	2.23
1.46	2.04	1.50	2.09	1.87	2.61

FREIGHT ENGINEERS.

Old.	New.	Old.	New.	Old.	New.
$4.25	$4.91	$5.15	$5.95	$5.70	$6.58
4.50	5.20	5.17	5.97	5.75	6.64
4.70	5.43	5.20	6.01	5.83	6.73
4.75	5.49	5.25	6.06	5.85	6.76
4.80	5.54	5.28	6.10	5.90	6.81
4.85	5.60	5.30	6.12	5.95	6.87
4.86	5.61	5.33	6.16	5.995	6.925
4.87	5.62	5.35	6.18	6.00	6.93
4.88	5.64	5.39	6.23	6.10	7.05
4.89	5.65	5.40	6.24	6.25	7.22
4.90	5.66	5.43	6.27	6.50	7.51
4.95	5.72	5.45	6.29	6.75	7.80
4.97	5.74	5.50	6.35	6.80	7.85
5.00	5.78	5.55	6.41	6.85	7.91
5.05	5.83	5.555	6.415	6.90	7.97
5.06	5.84	5.60	6.47	6.95	8.03
5.10	5.89	5.61	6.48	7.00	8.09
5.13	5.93	5.65	6.53	7.25	8.37
5.145	5.95	5.665	6.545	....	....

FREIGHT FIREMEN

Old.	New.	Old.	New.	Old.	New.
$2.25	$3.02	$3.04	$4.08	$3.57	$4.79
2.36	3.17	3.05	4.09	3.60	4.83
2.45	3.29	3.07	4.12	3.63	4.87
2.47	3.32	3.10	4.16	3.65	4.90
2.50	3.36	3.13	4.20	3.70	4.97
2.56	3.44	3.15	4.23	3.75	5.03
2.59	3.48	3.16	4.24	3.80	5.10
2.60	3.49	3.19	4.28	3.90	5.24
2.70	3.62	3.20	4.30	3.905	5.245
2.75	3.69	3.22	4.32	3.95	5.30
2.78	3.73	3.23	4.34	4.00	5.37
2.71	3.77	3.245	4.355	4.05	5.44
2.85	3.83	3.25	4.36	4.10	5.50
2.87	3.85	3.30	4.43	4.125	5.535
2.90	3.89	3.35	4.50	4.18	5.61
2.93	3.93	3.40	4.56	4.25	5.71
2.95	3.96	3.45	4.63	4.30	5.77
3.00	4.03	3.465	4.65	4.50	6.04
3.01	4.04	3.50	4.70	4.55	6.11
3.03	4.07	3.55	4.77	....	....

FREIGHT CONDUCTORS.

Old.	New.	Old.	New.	Old.	New.
$2.31	$2.78	$4.40	$5.30	$4.83	$5.82
2.90	3.49	4.42	5.33	4.84	5.83
3.46	4.17	4.43	5.34	4.86	5.86
3.63	4.37	4.48	5.40	4.87	5.87
3.85	4.64	4.50	5.42	4.88	5.88
3.90	4.70	4.51	5.43	4.96	5.98
3.975	4.79	4.52	5.45	5.04	6.07
4.00	4.82	4.53	5.46	5.08	6.12
4.10	4.94	4.54	5.47	5.10	6.15
4.13	4.98	4.55	5.48	5.14	6.19
4.165	5.02	4.63	5.58	5.21	6.28
4.18	5.04	4.64	5.59	5.67	6.83
4.24	5.11	4.66	5.62	5.69	6.86
4.25	5.12	4.74	5.71	6.12	7.37
4.27	5.15	4.77	5.75	6.45	7.77
4.38	5.28	4.80	5.78	7.09	8.54

FREIGHT BRAKEMEN AND FLAGMEN

Old	New.	Old.	New.	Old.	New.
$1.60	$2.23	$2.80	$3.91	$3.29	$4.59
1.89	2.64	2.82	3.93	3.33	4.65
1.93	2.69	2.83	3.95	3.41	4.76
2.14	2.99	2.85	3.98	3.46	4.83
2.25	3.14	2.88	4.02	3.48	4.85
2.33	3.25	2.95	4.12	3.60	5.02
2.40	3.35	2.98	4.16	3.62	5.05
2.42	3.38	2.99	4.17	3.66	5.11
2.48	3.46	3.00	4.19	3.707	5.17
2.60	3.63	3.02	4.21	3.71	5.18
2.62	3.65	3.10	4.32	3.93	5.48
2.65	3.70	3.13	4.37	4.24	5.91
2.67	3.72	3.14	4.38	4.26	5.94
2.70	3.77	3.15	4.39	4.52	6.44
2.72	3.79	3.20	4.46	4.96	6.92
2.75	3.84	3.21	4.48	5.37	7.49
2.78	3.88	3.25	4.53	....	....

If there were mileage rates in effect in December, 1915, which are not included in the above tables, they shall be increased in accordance with the following percentages:

	Per cent.
Road passenger engineers and motormen	11¼
Road passenger firemen and helpers	28¾
Road passenger conductors	15½
Road passenger baggagemen	38¼
Road passenger brakemen and flagmen	39½
Road freight engineers and motormen	15½
Road freight firemen and helpers	34¼
Road freight conductors	20½
Road freight brakemen and flagmen	39½

METHOD OF APPLYING INCREASES TO MILEAGE BASIS.

(1) Rates for overtime as now in effect, whether providing for pro rata basis or in excess thereof, shall be increased by same percentage as straight time rates.

(2) Miles run, in excess of the established equivalent of a day (or of a month where such basis prevails) shall be paid for pro rata.

(3) If any increase has been made in the mileage rates of employees paid on that basis in December, 1915, it will be understood that the per cent of increase allowed by this order is inclusive of such interim increases and that the new rate is computed from the base rates of December, 1915.

(4) Example (1): Engineer "G," passenger service, received $4.25 per day of 100 miles in 10 hours in December, 1915. According to this plan, although in 1918 this rate was $4.25 per 100 miles in 8 hours, the rate will be increased 11¼ per cent to $4.73 per 100 miles ($4.7281 equalized as $4.73). He will be entitled to back pay for every 100 miles run at the rate of 48 cents per 100 miles.

Example (2):

Conductor through freight:

2,950 miles at 4 cents, at new rate, would entitle him to 4.82 cents, or		$142.19
He was paid		118.00
Leaving to be paid		$2419
He made 26 hours and 10 minutes overtime, equivalent, on basis of 12½ miles per hour, to 327 miles, which, at the increased rate of 4.82 cents per mile, entitles him to	$15.76	
Was paid, at 4 cents per mile	13.08	
A difference of		2.68
One month		$26.87
Five months		134.35

This principle will apply to all employees of the train and engine service who are paid on the mileage basis. There are some railroads in the United States upon which men in the train and engine service are paid on a monthly wage. Such employees will be entitled to the increased rates named in section A.

(5) Since the application of the increases hereby granted will tend in individual cases to give increases greater than is appropriate or necessary to those train and engine men who make abnormal amounts of mileage and who, therefore, make already abnormally high monthly earnings, the officials of each railroad shall take up with the respective committees of train and engine men the limitation of mileage made per month by employees paid upon a mileage basis, so as to prevent employees now making such abnormal mileage profiting by the wage increases herein fixed greatly in excess of employees habitually making a normal amount of mileage. It shall be understood that any such limitation of mileage so arrived at shall not preclude the officials of a railroad from requiring a train or engine man to make mileage in excess of this limitation when the necessities of the service require it. The officials of each railroad will report to the regional director such arrangements agreed upon and any cases of failure to reach such agreements.

Basic Eight-hour Day

The recognition of the basic eight-hour day, as established in the Order, does not reduce the hours of employment as at present worked, nor does it increase the total compensation fixed in the Order for the number of hours now worked in excess of eight hours. The following examples illustrate the methods of applying the wage increase to the basic eight-hour day:

(1) Position which in December, 1915, paid $2 per 9-hour day:

Old rate, $2 per day.
New rate, $2.51 for 8-hour basic day.
Overtime, 31.4 cents per hour.
New rate, $2.83 for 9-hour service; 83 cents increase.

(2) Position which in December, 1915, paid $2.40 per 10-hour day:

Old rate, $2.40 per day.
New rate, $2.70 for 8-hour basic day.
Overtime, $0.68—2 hours, at 34 cents per hour.
New rate, $3.38 for 10-hour service; 98 cents increase.

(3) Position which in December, 1915, paid $75 per month, working 10 hours per day for 26 working days:

Old rate, $75 per month.
New rate, $84.60 per month basic 8-hour day.
Overtime, $21.15—52 hours, at 40.67 cents per hour.
New rate, $105.75 for same service; increase $30.75.

(4) Position which in December, 1915, paid $100 per month, working 11 hours per day for 31 working days:

Old rate, $100 per month.
New rate, $95.82 per month basic 8-hour day.
Overtime, $35.93—93 hours, at 38.64 cents per hour.
New rate, $131.75 for same service; increase $31.75.

While this does not actually reduce the hours of employment now in effect, or increase the compensation recommended by the Wage Commission, it does establish the basic eight-hour day upon which further wage adjustments will be based.

Wherever wages or rates of overtime are now higher than those fixed by the Order they will remain undisturbed, and no adjustment of hours of work will be permitted which will serve to deprive any employee of the full amount of the increased compensation to which he is now entitled under the Order.

The Order also creates a Board of Railway Wages and Working Conditions, whose duties will be to hear and investigate matters presented by railway employees, or their representatives, af-

fecting wages and working conditions; and to also hear and investigate matters referred to it by the Director General. The Board is solely an Advisory Board, and will submit its recommendations to the Director General for his determination.

Questions arising out of an order of the Director General will be referred to the Railway Board of Adjustment No. 1, and other similar boards when created; but decisions shall not be rendered by such boards until after approval by the Director General.

FURTHER REGULATIONS AFFECTING WESTERN COAL MINERS

DURING the month, Mr. W. H. Armstrong, Director of Coal Operations for the mines in southeastern British Columbia and southwestern Alberta, issued a number of orders in regard to working conditions and scales of pay in several of the mines. (See May, 1918, issue, page 367, and preceding issues.)

An order affecting the Crow's Nest Pass Coal Company provided that at No. 8 mine at Michel the drivers in certain wet places should be paid according to the "wet places" clause of the tentative agreement until such clause ceases to be applicable to the places in question.

Another order issued affects the Crow's Nest Pass Coal Company. A controversy arose between the company and the miners in connection with the erection of, and payment for, centre-posts put in at a greater distance than required by the special rules. The Director has ordered that all centre-posts in entries put up further from the face than the special rules demand shall be paid for.

Another order applied to all the mines of the Crow's Nest Pass Coal Company at Michel. An application having been made for a price where dump cars are used in lieu of the ordinary mine cars going to the work face; the Director, upon investigation, found that at the Michel mines no rate had been provided for pushing the coal in the dump car from the face and dumping it into the regular mine car. He, therefore, ordered that when small dump cars are used in this manner, the price of 60 cents per lineal yard shall be paid up to a distance of 100 feet.

An order affecting the Pacific Pass mine at Lovett. A fireman working 10 hours per day claims that he should be paid at the rate per hour as specified in the wage schedule for nine hours per day. The Director sustained the fireman and ruled accordingly.

Another order affecting the Pacific Pass mine at Lovett is in connection with contract mining, and fixes rate for pushing cars, over-shovelling and unavoidable loss of time.

An order affecting the Franco-Canadian Collieries, Limited, in Frank, Alta., applies to contract mining, and fixes the sliding scale to be paid miners working on the shaft counter-entry.

REPORTS OF EMPLOYMENT OFFICES

DURING April there was an increase of 56.4 per cent in the demand for labour as compared with March on the basis of the daily average of vacancies notified to 110 employment offices (81 commercial, 17 public and 12 philanthropic). As compared with the demand reported for April of last year by practically identical offices, there was an increase of 16.6 per cent. The total number of vacancies notified to all offices in April was 46,157, a daily average of

1789.9, as compared with 1144.5 in March, 1918, and with 1534.5 in April, 1917. The number of persons placed was 22,536, a daily average of 882.1, as compared with averages of 607.6 and 882.9 in the preceding month and in April of last year. The proportion of the total vacancies filled to the total vacancies notified was 49.3 per cent as compared with 53.1 per cent in March and with 57.5 per cent in April, 1917.

As to employment for woman and girl workers, the number of vacancies notified was 6,831, a daily average of 268.7, as compared with 240.7 in March and with 296.4 in April, 1917. The number of such workers placed was 2,471, a daily average of 97.4, as compared with 85.7 in the preceding month and with 119.5 in the corresponding period of 1917.

The proportion of vacancies filled to vacancies notified for men and boys was 51.0 per cent, and for women and girls 36.2 per cent, as compared with 54.2 per cent and 34.3 per cent, respectively, for March, and with 60.4 per cent and 39.7 per cent, respectively, for April of a year ago.

The five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—all showed considerable increases in the demand for labour as compared with March, while of these cities Montreal was the only one to report a decline in comparison with April of last year. Of the smaller centres, London, Fort William and Port Arthur, Saskatoon and Calgary all recorded increases, both as compared with the preceding month and with April, 1917.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other offices, was 1,779, a daily average of 70.5, as compared with averages of 69.8 in March and 62.7 in April, 1917. The number of casual jobs secured was 5,955, a daily average of 237.9, as compared with 163.9 in the preceding month and with 166.7 in April of last year .

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED APRIL 30, 1918

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**341**	**38**	**2**	..	**381**	**1519**	**113**	**2**	..	**1634**
Halifax	2	....	..	..	2	2	....	..	..	2
St. John	35	....	..	..	35	35	....	..	..	35
Quebec	22	....	..	..	22	22	....	..	..	22
Montreal	52	....	..	..	52	413	....	..	..	413
Ottawa	14	4	..	..	18	52	6	..	..	58
Toronto	118	....	..	..	118	590	....	..	..	590
Hamilton	11	2	..	..	13	36	2	..	..	38
London	10	....	..	..	10	29	....	..	..	29
Winnipeg	9	15	..	..	24	57	81	..	..	138
Calgary	38	12	2	..	52	117	13	2	..	132
Edmonton	7	3	..	..	10	79	9	..	..	88
Vancouver	23	2	..	..	25	87	2	..	..	89
Y.W.C.A.	....	**140**	..	..	**140**	....	**223**	..	..	**223**
Sherbrooke	....	3	..	..	3	....	3	..	..	3
Regina	....	1	..	..	1	....	1	..	..	1
Saskatoon	....	27	..	..	27	....	82	..	..	82
Calgary	....	58	..	..	58	....	58	..	..	58
Edmonton	....	29	..	..	29	....	29	..	..	29
Victoria	....	20	..	..	20	....	41	..	..	41
Miscellaneous	**378**	**864**	**8**	**8**	**1258**	**1075**	**3007**	**8**	**8**	**4098**
Montreal Municipal	25	2	..	..	27	25	2	..	..	27
Montreal Directorate of Female Immigration	....	9	..	..	9	....	9	..	..	9
Montreal Catholic Social Service Guild	9	74	..	..	83	11	74	..	..	85
Toronto Provincial	....	60	..	..	....	....	1208	..	..	1208
Toronto Municipal	45	....	..	..	45	124	....	..	..	124
Brantford Provincial	12	20	8	6	46	12	20	8	6	46
London Provincial	6	63	..	..	69	6	204	..	..	210
Hamilton Provincial	1	13	..	..	14	1	13	..	..	14
St. Thomas Provincial	7	2	..	..	9	7	11	..	..	18
Saskatoon Provincial	4	....	..	..	4	16	....	..	..	16
Winnipeg Municipal	161	256	..	..	417	737	809	..	..	1546
Vancouver Municipal	108	365	..	2	475	136	657	..	2	795
Total	**719**	**1042**	**10**	**8**	**1779**	**2594**	**3343**	**10**	**8**	**5955**
Daily average—										
March, 1918	....	....	..	..	**69.8**	....	....	..	..	**163.9**
April, 1918	....	....	..	..	**70.5**	....	....	..	..	**237.9**
April, 1917	....	....	..	..	**62.7**	....	....	..	..	**166.7**

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED APRIL 30, 1918.

OFFICES	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average Mar., 1918	Daily Average April, 1918	Daily Average April, 1917	Men	Women	Boys	Girls	Total	Daily Average Mar., 1918	Daily Average April, 1918	Daily Average April, 1917
Halifax—Commercial (2)	**9**	**31**	**2**	**8**	**50**	**1.69**	**1.96**	**6.56**	**8**	**29**	**2**	**7**	**46**	**1.46**	**1.81**	**1.64**
St John—Commercial (2)	**80**	**16**	**2**	....	**98**	**4.27**	**4.05**	**5.00**	**11**	**2**	....	....	**13**	**2.44**	**.54**	**.52**
Quebec—Provincial	**176**	**2**	...	....	**178**	**2.44**	**7.12**	**10.74**	**102**	....	**3**	....	**105**	**1.56**	**4.20**	**5.22**
Sherbrooke	**109**	**2**	...	**32**	**143**	**2.32**	**5.71**	**12.68**	**37**	**1**	....	**25**	**63**	**2.32**	**2.52**	**4.16**
Provincial	109	....	...	29	138	2.20	5.52	12.00	37	....	....	23	60	2.20	2.40	3.88
Y.W.C.A.	....	2	...	3	5	.12	.19	.68	....	1	....	2	3	.12	.12	.28
Montreal	**2858**	**338**	**37**	**127**	**3360**	**113.94**	**133.04**	**177.30**	**1843**	**120**	**23**	**41**	**2027**	**62.04**	**80.08**	**98.92**
Provincial	484	73	...	....	557	17.36	22.28	42.91	281	52	....	....	333	12.76	13.32	18.13
Municipal	491	8	7	2	508	18.80	20.32	14.70	469	2	1	....	472	18.44	18.88	13.87
Catholic Social Service Guild	5	47	2	2	56	1.76	2.24	2.50	5	25	1	....	31	1.40	1.24	.59
Directorate of Female Immigration	....	134	1	....	135	3.65	5.19	4.96	....	26	....	....	26	.54	1.00	.43
Commercial (10)	1878	76	27	123	2104	72.37	83.01	112.23	1088	15	21	41	1165	28.90	45.64	65.90
Ottawa	**1485**	**86**	**121**	**43**	**1735**	**46.98**	**67.28**	**101.79**	**1014**	**43**	**121**	**6**	**1184**	**31.41**	**52.46**	**88.37**
Provincial	699	38	121	....	858	24.65	33.00	71.58	699	38	121	....	858	24.65	33.00	71.58
Y.W.C.A.	....	48	...	1	49	1.28	1.88	1.42	....	5	....	....	5	.12	.19	.29
Women's Hostel	....	....	...	42	42	1.00	1.40	1.33	....	....	....	6	6	.....	.20	.30
Commercial (5)	786	....	....	....	786	20.05	31.00	27.46	315	....	....	....	315	6.64	19.07	16.20
Toronto	**5228**	**736**	**19**	**440**	**6423**	**135.40**	**251.21**	**213.10**	**3778**	**308**	**10**	**161**	**4257**	**97.12**	**165.49**	**127.31**
Provincial	1054	338	...	339	1731	40.02	69.97	43.46	909	142	....	142	1193	24.31	47.34	41.04
Municipal	1041	....	10	....	1051	25.56	40.42	49.58	884	....	7	....	891	22.80	34.27	31.00
Y.W.C.A.	....	85	...	90	175	6.70	7.29	7.13	....	13	....	13	26	1.13	1.08	.39
Commercial (6)	3133	313	9	11	3466	63.12	133.53	112.93	1985	153	3	6	2147	48.88	82.80	54.88
Hamilton—Provincial	**139**	**71**	**53**	**71**	**334**	**9.28**	**12.85**	**15.67**	**70**	**17**	**18**	**17**	**122**	**4.76**	**4.69**	**4.96**
London—Provincial	**312**	**106**	...	....	**418**	**12.20**	**16.08**	**1.44**	**158**	**75**	....	....	**233**	**6.76**	**8.96**	**1.44**
Brantford—Provincial	**117**	**12**	**56**	**64**	**249**	**5.77**	**9.96**	**4.44**	**97**	**26**	**56**	**59**	**238**	**4.57**	**9.52**	**3.64**
Kitchener—Provincial	**49**	....	....	....	**49**	**1.40**	**1.88**	**5.80**	**35**	....	....	....	**35**	**1.32**	**1.35**	**1.24**
St. Thomas—Provincial	**82**	**22**	**6**	....	**110**	**2.16**	**4.40**	**3.24**	**23**	**12**	**3**	....	**38**	**1.08**	**1.52**	**1.00**
Walkerville—Provincial	**50**	....	....	....	**50**	**2.28**	**2.00**	**2.00**	**41**	....	....	....	**41**	**2.16**	**1.64**	**1.88**
Fort William Port & Arthur—Commercial (5)	**2586**	**10**	...	**7**	**2603**	**50.05**	**100.12**	**66.52**	**777**	....	....	....	**777**	**19.76**	**29.88**	**18.71**
Winnipeg	**11135**	**1571**	**69**	**280**	**13055**	**222.63**	**502.08**	**358.04**	**2920**	**696**	**18**	**23**	**3657**	**90.39**	**140.66**	**181.79**
Municipal	101	194	6	15	316	11.24	12.12	14.00	88	80	5	4	177	7.16	6.81	7.33
Girls' Home of Welcome	....	70	...	19	89	1.96	3.42	7.92	....	10	....	9	19	1.04	.73	.96
Commercial (10)	11034	1307	63	246	12650	209.43	486.54	336.12	2832	606	13	10	3461	82.19	133.12	173.50
Brandon	**590**	**80**	**20**	**55**	**745**	**26.43**	**28.66**	**17.56**	**277**	**14**	**2**	**6**	**299**	**6.54**	**11.50**	**12.32**
Y.W.C.A.	....	9	...	....	9	.24	.35	1.04	....	2	....	....	2	.24	.08	.12
Commercial (3)	590	71	20	55	736	26.19	28.31	16.52	277	12	2	6	297	6.30	11.42	11.20
Regina	**665**	**139**	**12**	**142**	**958**	**57.12**	**36.85**	**34.70**	**542**	**55**	**12**	**58**	**667**	**21.91**	**25.65**	**23.14**
Commercial (4)	665	139	12	142	958	57.12	36.85	34.70	542	55	12	58	667	21.91	25.65	23.14
Saskatoon	**1464**	**196**	**50**	**194**	**1904**	**59.60**	**73.23**	**65.33**	**900**	**57**	**20**	**51**	**1028**	**29.45**	**39.54**	**37.96**
Provincial	489	41	10	42	582	21.19	22.38	29.97	456	37	10	27	530	17.85	20.38	26.32
Y.W.C.A.	....	40	...	72	112	6.19	4.31	6.24	....	8	....	14	22	.77	.85	.80
Commercial (3)	975	115	40	80	1210	32.22	46.54	29.12	444	12	10	10	476	10.83	18.31	10.84
Calgary	**2190**	**172**	**10**	**2**	**2374**	**41.86**	**91.77**	**71.64**	**1273**	**26**	**4**	**2**	**1305**	**26.50**	**50.65**	**54.53**
Y.W.C.A.	....	83	...	....	83	3.08	3.19	4.84	....	5	....	....	5	.54	.19	.60
Commercial (4)	2190	89	10	2	2291	38.78	88.58	66.80	1273	21	4	2	1300	25.96	50.46	53.93
Edmonton	**4426**	**304**	**36**	**186**	**4952**	**144.39**	**190.49**	**129.68**	**1988**	**97**	**3**	**10**	**2098**	**57.83**	**80.69**	**75.47**
Y.W.C.A.	....	....	...	73	73	2.81	2.81	2.96	....	....	....	8	8	.27	.31	.43
Commercial (10)	4426	304	36	113	4879	141.58	187.68	126.72	1988	97	3	2	2090	57.56	80.38	75.04
New Westminster	**26**	**33**	...	....	**59**	**1.48**	**2.27**	**1.80**	**13**	....	....	....	**13**	**.48**	**.50**	**.76**
Municipal	26	33	...	....	59	1.48	2.27	1.80	13	....	....	....	13	.48	.50	.76
Vancouver	**4894**	**500**	**46**	**462**	**5902**	**184.34**	**230.50**	**211.33**	**3751**	**216**	**29**	**159**	**4155**	**129.24**	**162.85**	**131.26**
Municipal	816	105	26	10	957	19.67	39.88	37.32	816	35	26	10	887	19.67	36.96	35.40
Commercial (10)	4078	395	20	452	4945	164.67	190.62	174.01	2935	181	3	149	3268	109.57	125.89	95.86
Victoria	**106**	**213**	**11**	**78**	**408**	**16.29**	**16.39**	**18.16**	**80**	**33**	**3**	**19**	**135**	**6.47**	**5.36**	**6.59**
Y.W.C.A.	....	79	...	....	79	3.46	3.16	3.04	....	4	....	....	4	.23	.16	.63
Commercial (7)	106	134	11	78	329	12.83	13.23	15.12	80	29	3	19	131	6.24	5.20	5.96
Total (23 centres)	**38776**	**4640**	**550**	**2191**	**46157**	**1144.32**	**1789.90**	**1534.52**	**19738**	**1827**	**327**	**644**	**22536**	**607.57**	**882.06**	**882.87**

EMPLOYMENT FOR CIVIC EMPLOYEES IN SIXTEEN CITIES

REPORTS from 16 cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in May, showed a decrease of about 19 per cent in the number of workers and an increase of nearly 2 per cent in the wages paid. In May, 7,897 persons were temporarily employed in the two weeks and the pay-rolls amounted to $269,227.65, as compared with 9,758 employees and an aggregate pay-roll of $264,060.87 in April. St. John, Ottawa, Toronto, Hamilton, Moose Jaw, Saskatoon, Calgary and Victoria all showed increases, both in the number of workers and in the wages paid. Montreal, London, Brandon, Regina, Edmonton and Vancouver reported smaller numbers of employees and smaller pay-rolls, while at Winnipeg fewer men were engaged, but the amount of their wages was larger.

The accompanying table summarizes reports from the nine cities for which returns are available since July, 1916. The table shows that as regards the number of workers a decline began in January, 1917, and continued almost without interruption to November. During December, January, February and March, an upward tendency was evidenced, but in April and May there was again a decrease. As to wages, the total reported for May is smaller than any recorded since January, 1918.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY NINE CITY CORPORATIONS, JULY, 1916—MAY, 1918.

Month.	Total number of employees temporarily employed in first fortnight	Total amount of wages paid employees temporarily employed in first fortnight
1916		
July	10,244	$281,062.15
August	9,425	275,364.93
September	8,397	235,632.94
October	8,079	220,986.22
November	7,669	211,678.38
December	6,360	164,293.79
1917		
January	8,466	193,797.33
February	7,784	213,605.85
March	8,390	210,691.01
April	7,341	167,938.77
May	6,639	160,076.31
June	6,515	206,449.96
July	6,612	201,856.82
August	5,954	188,731.51
September	5,445	174,203.48
October	5,165	161,374.34
November	4,879	160,695.47
December	5,932	129,662.49
1918		
January	6,433	168,920.94
February	7,520	221,799.40
March	7,595	230,103.83
April	7,258	179,607.83
May	5,072	170,184.87

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY SIXTEEN CITY CORPORATIONS, APRIL AND MAY, 1918.

City	Number of employees temporarily employed in first fortnight in:		Amount of wages paid employees temporarily employed in first fortnight in:	
	April, 1918	May, 1918	April, 1918	May, 1918
Halifax	200	210	$5,186.27	*$5,445.58
St. John	277	298	7,887.74	8,352.54
Montreal	4,916	2,351	90,352.12	62,143.15
Ottawa	73	395	4,866.16	15,862.17
Toronto	1,029	1,364	36,376.75	53,142.67
Hamilton	357	418	12,747.22	14,801.24
London	267	239	8,529.30	7,486.19
Winnipeg	624	595	20,234.45	23,190.55
Brandon	55	44	1,565.38	1,554.96
Regina	323	312	16,052.05	14,176.63
Moose Jaw	87	88	3,176.40	3,715.10
Saskatoon	251	258	9,876.91	11,064.99
Calgary	344	366	12,611.74	14,451.70
Edmonton	334	314	12,675.14	12,433.63
Vancouver	421	412	13,863.61	11,995.85
Victoria	200	233	8,059.63	9,410.70
Total	9,758	7897	$264,060.87	$269,227.65

*Estimated

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades as indicated by the value of building permits issued in 35 cities showed an increase during May as compared with the previous month, the total value of building permits rising from $3,024,785 in April to $4,838,953 in May, an increase of $1,814,168, or 59.9 per cent. None of the provinces recorded a decline, while large gains were made in New Brunswick, Saskatchewan, Ontario and Manitoba. As compared with the corresponding month of 1917, there was an increase of 26.2 per cent, the value for May, 1917, being $3,833,064. In this comparison, Manitoba and Alberta were the

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City	April, 1918	May, 1918	May, 1917	May, 1918, compared with April, 1918 Increase (+) Decrease (—) Amount	Per cent	May, 1918, compared with May, 1917 Increase (+) Decrease (—) Amount	Per cent
Nova Scotia	**$328,103**	**$354,607**	**$205,361**	**+ $26,504**	**+ 8.07**	**+ $149,246**	**+ 72.67**
Halifax	306,850	298,940	174,311	— 7,910	— 2.57	+ 124,629	+ 71.49
Sydney	21,253	55,667	31,050	+ 34,414	+ 161.92	+ 24,617	+ 79.28
New Brunswick	**47,925**	**167,760**	**69,285**	**+ 119,835**	**+ 250.47**	**+ 98,475**	**+ 142.13**
Moncton	12,550	24,760	52,885	+ 12,210	+ 97.29	— 28,125	— 53.18
St. John	35,375	143,000	16,400	+ 107,625	+ 304.24	+ 126,600	+ 771.95
Quebec	**827,729**	**987,267**	**918,062**	**+ 159,538**	**+ 19.27**	**+ 69,205**	**+ 7.54**
Montreal-Maisonneuve	648,510	658,680	703,154	+ 10,170	+ 1.57	— 44,474	— 6.32
Quebec	109,044	252,562	123,297	+ 143,518	+ 131.63	+ 129,265	+ 104.84
Sherbrooke	2,300	23,500	23,200	+ 21,200	+ 921.74	+ 300	+ 1.29
Three Rivers	48,875	12,575	44,330	— 36,300	— 74.27	— 31,755	— 71.63
Westmount	19,000	39,950	24,081	+ 20,950	+ 110.26	+ 15,869	+ 65.90
Ontario	**1,226,273**	**2,314,755**	**1,858,566**	**+ 1,088 482**	**+ 88.76**	**+ 456,189**	**+ 24.60**
Brantford	24,830	182,825	9,795	+ 157,995	+ 636.31	+ 173,030	+ 1,766.51
Fort William	5,940	4,930	217,890	— 1,010	— 17.00	— 212,960	— 97.74
Guelph	26,310	9,105	26,930	— 17,205	— 65.39	— 17,825	— 66.15
Hamilton	232,120	134,800	352,765	— 97,320	— 41.93	— 217,965	— 61.79
Kingston	40,849	50,770	18,264	+ 9,921	+ 24.29	+ 32,506	+ 17.79
Kitchener	12,620	29,660	17,255	+ 17,040	+ 135.02	+ 12,405	+ 71.89
London	85,260	83,090	95,590	— 2,170	— 2.54	— 12,500	— 13.08
Ottawa	40.706	135,475	185,650	+ 94,769	+ 232.81	— 50,175	— 27.03
Peterborough	12,760	54,255	21,018	+ 41,495	+ 325.20	+ 33,237	+ 158.13
Port Arthur	10,216	525.375	18,557	+ 515.159	+ 5,042.67	+ 506,818	+ 2,731.14
Stratford	12,655	19,680	34,665	+ 7,025	+ 55.51	— 14,985	— 43.23
St. Catharines	53,990	110,662	74,955	+ 56,672	+ 104.97	+ 35,707	+ 47.64
St. Thomas	6,355	6,715	12,850	+ 360	+ 5.66	— 6,135	— 47.74
Toronto	570,532	877,508	655,427	+ 306,976	+ 53.85	+ 222,081	+ 33.88
Windsor	91,130	89,905	116,955	— 1,225	— 1.34	— 27,050	— 23.13
Manitoba	**183,575**	**305,054**	**479,280**	**+ 121,479**	**+ 66.17**	**— 174,226**	**— 36.35**
Brandon	9,675	4,354	18,330	— 5,321	— 54.99	— 13,976	— 76.25
Winnipeg	173,900	300,700	460,950	+ 126,800	+ 72.91	— 160,250	— 34.76
Saskatchewan	**154,525**	**314,495**	**112,760**	**+ 159,970**	**+ 103.52**	**+ 201,735**	**+ 178.91**
Moose Jaw	30,130	211,855	28,425	+ 181,725	+ 603.13	+ 183,430	+ 645.31
Regina	29,310	53,350	46,025	+ 24,040	+ 82.02	+ 7,325	+ 15.91
Saskatoon	95,085	49,290	38,310	— 45,795	— 48.16	+ 10,980	+ 28.66
Alberta	**72,175**	**108,420**	**127,550**	**+ 36,245**	**+ 50.22**	**— 19,130**	**— 14.99**
Calgary	56,400	63,600	53,500	+ 7,200	+ 12.77	+ 10,100	+ 18.88
Edmonton	15,775	44,820	74,050	+ 29,045	+ 184.12	— 29,230	— 39.47
British Columbia	**184,480**	**286,595**	**62,200**	**+ 102,115**	**+ 55.35**	**+ 224,395**	**+ 360.76**
New Westminster	13,350	3,700	9,550	— 9,650	— 72.28	— 5,850	— 61.26
Vancouver	163,230	261,845	47,975	+ 98,615	+ 60.41	+ 213,870	+ 445.79
Victoria	7,900	21,050	4,675	+ 13,150	+ 166.46	+ 16,375	+ 350.72
Total (35 cities)	**$3,024,785**	**$4,838,953**	**$3,833,064**	**+$1,814,168**	**+ 59.97**	**+$1,005,889**	**+ 26.24**

only provinces to report decreases. Noteworthy gains were made in British Columbia, Saskatchewan and New Brunswick.

Of the larger cities—Montreal-Maisonneuve, Toronto, Winnipeg and Vancouver—Toronto and Vancouver showed increases, both as compared with the preceding month and with May, 1917, while at Montreal and Winnipeg gains were recorded in comparison with April and declines in comparison with May of last year. Of the smaller centres, St. John, Quebec, Brantford, Port Arthur and Moose Jaw all reported considerable increases in both cases.

PRICES, RETAIL AND WHOLESALE, IN CANADA, MAY, 1918, AND IN OTHER COUNTRIES

THE feature of the month in prices was the advance in meats and livestock. Dairy products were slightly lower, but were beginning to rise in some markets. The usual spring decrease in milk did not occur, nor in coal.

In retail prices of food the cost of a list of 29 staple foods for a family of five averaged $12.66, as compared with $12.57 in April, $11.82 in May, 1917, $8.37 in May, 1916, and $7.42 in May, 1914. Anthracite coal was slightly lower, also bituminous coal and soft wood, but hardwood and coal oil were slightly higher. Rent advanced in several of the cities. In Nova Scotia the family food budget averaged $12.46, as compared with $12.80 in April, there being substantial decreases in eggs, butter and potatoes. In New Brunswick there was also a decrease. In Quebec the decrease was slight, but in the other provinces there were substantial increases, as the rise in meats was greatest in the West and the decreases in potatoes were greatest in the Maritime Provinces.

In wholesale prices the index number reached 275.8 as compared with 269.4 in April, 240.0 in May, 1917, and 136.3 in May, 1914, indicating that the level of wholesale prices was twice as high as at the beginning of the war. The chief increases for the month appeared in the groups: Animals and Meats, Hides, Leathers, Boots and Shoes, Metals, and Textiles, with slight increases in several of the other groups. In Grains and Fodder and Fruits and Vegetables, there were substantial decreases with a slight decrease in dairy products.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices f

the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the *Labour Gazette* from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats a considerable increase occurred. Sirloin steak averaged 36.7c per pound for the Dominion as compared with 33.9c in April and 31.9c in January. In British Columbia the average price was up to 43.3c as compared with 32.2c in January. Similar advances occurred in round steak, rib roast, and shoulder roast. At Sydney, sirloin steak was up from 35c to 38c per pound. At Belleville the price rose from 32c to 40c. At Galt the price was up from 30c per pound to 35c; at Winnipeg from 35c to 42c; at Nanaimo from 35c to 45c; and at Nelson and Trail from 40c per pound to 48c. In Alberta cities the price was up from 35c to 40c, except at Edmonton. Toward the end of the month advances occurred in many of the cities. The least increases in meats appeared in veal. Mutton was higher in many of the cities, the average being up to 34.2c as compared with 33.2c in April and 31.2c in January. Pork products were up on an average of 2c per pound. Bacon averaged 50c per pound as compared with 48.1c in April and 44.8c in January. Fish averaged higher. Lard averaged 36c per pound as compared with 34.7c in April.

Eggs were substantially lower in the average, fresh eggs being down to 43.9 as compared with 46c in April and 51.2c in January. Milk was unchanged in the average, whereas a substantial decrease usually occurs in the spring. The price was lower at Sherbrooke, St. Hyacinthe and Montreal, but advanced at Nelson, B.C. Butter averaged slightly lower, being down in several of the cities. New cheese was slightly lower.

Bread and flour were steady. Tapioca was up to 25c per pound in several cities in the Maritime Provinces and to 20c per pound in several of the Ontario cities. In the Western provinces, however, 17½c a pound was the prevailing price.

Canned vegetables changed very little, advances occurring in only a few cities. Beans were steady, with slight increases at Sorel, Ottawa, Belleville, St. Catharines and Windsor. Evaporated apples were off the market in many of the cities, but were steady in price. Sugar was unchanged in most of the cities, but showed slight increases in 11 cities. Tea was considerably higher, owing to the war tax of 10c per pound. In some localities this increase in price occurred earlier than in others. Coffee was also higher. Potatoes were lower in the average as a considerable decrease occurred in the Maritime Provinces, and there were decreases in several Ontario cities.

Anthracite coal was slightly higher in some of the cities, but slightly lower in others. The usual decrease in the spring did not occur in most of the cities owing to the higher costs of transportation and delivery, and the wholesale price was down only 10c per ton instead of 25c or more. Soft coal was also higher in some cities and lower in others. Hardwood advanced in several localities, but there were reductions in others, so that the average was almost unchanged. Soft wood averaged slightly lower.

Rent, for six-roomed workingmen's houses, was higher in Moncton, St. John, Kingston, Orillia, Chatham, Regina and Vancouver.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Nova Scotia						New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Moncton	St. John	Fredericton	Newcastle	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak... lb.	38	35	30	38	32	34.6	32-35	35	35	30	33.4	25-28	40	30	30-35
2-Beef, round steak.... "	35	35	30	35	30	33.0	30-32	30	30	25	29.0	25-28	35	28	30-35
3-Beef, rib roast prime. "	35	30	22	32	28	29.4	25-28	30	25	22	25.9	25	40	25	28
4-Beef, shoulder roast med. " ...	25-28	25	20	26	24	24.3	20-24	25	20	20	21.8	19-20	30	20	25
5-Veal, roast, forequarter "	18-20	18-25	22	20	18	20.1	18-22	18	16	.....	18.0	20-25	25	20	25
6-Mutton, leg roast, h'q. "	25-30	.....	25	40	22	28.6	.....	35	25	20	26.7	25-28	30	.....	30
7-Pork, fresh, roast, ham "	38	35	32	34	28	33.4	35	35	30	28	32.0	32-34	40	33	35
8-Pork, fresh chops.... "	38	35	32	35	30	34.0	35	35	35	30	33.8	32	40	34	35
9-Pork, salt, mess..... "	22	35	32	34	30	30.6	35	40	38	35	37.0	34-37	40	33	34
10-Bacon, br'fast, not sli'd "	50	50	48	45	40	46.6	48	50	48	50	49.0	47	50	50	50
11-Fish, fresh, g. quality. "	7	30	25	8-12	15	17.4	12-20	10-15	12	13	13.4	12	15-35	15	12-15
12-Fish, salt, herrings..doz.....	60	60	60	60	60	60.0	60	60	50	.....	56.7	60	60	.....	.....
13-Salmon, canned, med..lb.....	.....	30-35	35	30	35	33.1	35	35	30	35	33.8	30	25-40	30	25
14-Lard, pure leaf, best.. ".....	38	38	38	38	40	38.4	35	38	36	38	36.8	34	40	35	35
15-Eggs, new laid.....doz.....	40	40	35	45	40	40.0	50	40	40	45	43.8	42-45	45	45	45
16-Eggs, storage..... "	.....	.....	30	.....	.....	30.0	.....	.....	30	.....	30.0	.....	40	.....	.....
17-Milk, delivered.....qt.....	12-14	12	10	12.5	11	11.7	9-10	12	11	10	10.6	12	12	10	10
18-Butter, dairy solids...lb.....	55	50	45	52	50	50.4	a45	45	38	45	43.3	48-50	43	50	46
19- " creamery prints "	60	60	50	58	60	57.6	50	50	48	50	49.5	52-54	45	55	50
20-Cheese, old..... "	.....	.....	.....	.....	.....	.....	30	35	33	.....	32.7	35-37	35	35	30-32
21-Cheese, new..... "	30	32	30	32	32	31.2	.....	.....	30	35	32.5	31-33	30	.....	30
22-Bread, plain white... "	8	8	8	8	8	8.0	8-8.7	8-8.7	8	8.7	8.4	8	7.3	8.3	6.3
23-Flour, family..... "	7.5-7.7	7.9	7.3	7.3	8.3	7.7	6.9	7.3	7.3	7.9	7.4	7.5	7.3	7.9	6.3
24-Rolled oats, standard. "	9	8	8	10	8	8.6	8	9	8	10	8.8	9	8	8	8
25-Rice, medium..... "	12-15	15	10	12	12	12.5	12	10	12	11	11.3	10	10	12.5	10
26-Rice, Patna..... "	.....	.....	10	18	12	13.3	.....	15	15	15	15.0	.....	12	18	.....
27-Tapioca, medium pearl "	22-25	15	25	20	20	20.7	18	25	22	25	22.5	15	20	23	20
28-Tomatoes, canned 3's can.....	30	28	25	25	30	27.6	25	25	28	27	26.3	25	25	25	25
29-Peas, canned 2's.... "	25	20	20	20	20	21.0	20	25	18	20	20.8	20	20	20	25
30-Corn, canned 2's.... "	25	25	25	25	25	25.0	24	25	25	23	24.3	20	25	25	23
31-Beans, common.....lb	20	20	20	18	20	19.6	20	20	18	20	19.5	18	20	18	18
32-Apples, evaporated... "	.....	18	28	25	.....	23.7	22	.....	23	28	24.3	16	30	.....	25
33-Prunes, medium..... "	20-25	15	16	18	15	17.3	18	18	18	20	18.5	18	20	18	18
34-Sugar, granulated.... "	12	11	10	11	10.5	10.9	10	10.8	10	10	10.2	10	10	12	10
35-Sugar, yellow..... "	11	10	9.1	10	10	10.0	10	10.5	9.1	9.1	9.7	9	9	11	9.5
36-Tea, black, medium.. "	60-65	55	55	65	50	57.5	60	70	60	55	61.3	60	45	45	40
37-Tea, green, medium.. "	.....	55	55	65	.....	58.3	.....	80	70	65	71.7	60	45	45	35
38-Coffee, medium..... "	45-50	45	45	50	45	46.5	45	45	40	45	43.8	55-60	45	45	40
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	$1.60	$ g1.50	$1.15	$1.60	$1.65	$1.50	$ g1.50	$1.80	$1.50	$1.75	$1.64	$1.50	$1.97	$2.25	$2.10
40-Vinegar, white wine, XXX, per quart.....	.12	.12	.10	.15	.13	.124	.10	.15	.10	.125	.119	.18-.22	.15	.125	.10
41-Starch, laundry, per pound.....	.15	.12	.15	.15	.15	.144	.15	.16	.14	.15	.15	.12-.14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs.....	16.80	.....	15.00	14.50	14.25	15.14	.....	15.25	13.00	14.00	14.08	12.00	12.00	10.25	10.50
43-Coal, bituminous, domestic, per ton, 2,000 lbs.....	4.80	7.50	7.15-9.25	8.00	10.00	7.60	7.50-8.50	8.00-12.00	9.00	8.00	8.75	12.00	10.00	10.00	10.50
44-Wood, hard, best, per long cord (128 cu. ft.).....	6.00	6.00	6.00	10.00	8.00	7.20	8.00	6.40-b6.90	14.00	7.00	8.91	b13.33 14.67	12.00	12.00	13.0
45-Wood, soft, best, per long cord (128 cu. ft.).....	5.00	5.00	4.50	6.50	4.50	5.10	4.00	b5.60	6.00	4.00	4.90	b11.33 12.67	8.00	11.00	c7.5 8.0
46-Coal oil, prime white, per gallon.....	.28	.25	.27	.25	.28	.266	.25	.24	.22	.27	.245	.20	.25	.25	.22
47-Rent, house, 6 roomed, san. conveniences, mon.....	14.00-18.00	14.00	16.00	25.00	18.00-20.00	18.00	20.00-25.00	13.00	16.00	14.00	16.38	17.00-20.00	12.00	16.00	14.0
48-Rent, house, 6 roomed, no san. con., per month.....	8.00-12.00	9.00	7.00	18.00-20.00	12.00-15.00	11.70	14.00-16.00	10.00	12.00	10.00	11.75	.....	8.00	14.00	7.0

*a*Prints. *g*Calculated from price per 100 lbs. *c*Slabs and millwood.

CANADA, AT THE MIDDLE OF MAY, 1918

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
30	32	32	35	**32.3**	38	36-40	35-40	35	40	38-40	38-42	40	36	32	38	35	38	35	1
30	32	27-30	33-35	**30.8**	35	34-38	32-38	32	38	35	35-40	35	33	30	35	33	35	35	2
20	25	22-25	28-30	**26.9**	32	30-35	32-38	34	30	30-32	32-35	28	30	28	33	35	32	28	3
20	22	20-22	28-30	**23.3**	30	30	30	27	28	28	28	25	26	24	25	28	28	28	4
15	25	15	20-22	**21.1**	30	20-25	25-30	28	30	30-35	28-32	25	32	30	35	25	32	28	5
35	32	30	.....	**30.6**	36	33	25-30	35	38	25	37-40	40	33	30	45	35	32	30	6
30	35	38	35	**34.9**	38	38	38-40	32	40	37	37-40	40	38	37	45	43	32	40	7
30	35	40	35	**35.1**	42	40	38-42	34	42	38-40	40-45	40	40-42	40	45	43	42	40-42	8
35	35	35	35	**35.3**	38	33-35	30-35	.....	35	.....	35-38	32	35	33	40	25	34	.....	9
55	45	45	46-48	**48.6**	52	48-50	48	55	52	53	45-48	55	45-46	48-50	50	44	44	48	10
12-18	15-25	10	15	**15.7**	10-12	12½-30	18	18	20	15	11-22	18	20-25	18	25	25	12½-30	22	11
.....	96	90	55	**72.2**	.....	.....	.....	.....	.....	.....	90	....	.....	50	50	.....	.....	.....	12
25	30-35	25	20-40	**28.8**	25-35	25-40	28-40	25	30	30	25-35	35	27	30	35	35-40	38	30	13
35	35	35	35-37	**35.6**	35	35-37	30-35	37	39	38	37	38	35	33	37	37	37	37	14
38	50	45	45	**44.6**	45	40-45	45	38	40	35	45	50	.....	42	42	38-40	43	38	15
.....	40	.....	.....	**40.0**	.....	.....	.....	.....	.....	.....	.....	....	40	.....	.....	.....	.....	.....	16
9	10	12.5	11	**10.8**	11	11-12	10-11	11	11.1	10-11-4	13.3	12	12	12.5	12	11 8	11-12	10.5	17
.....	50	.....	48-50	**47.8**	50	50-53	48 50	50	a50	45	40	....	50	50	50	50	a48	48	18
43	52	48	50-52	**49.6**	54	53-55	50-55	52	53	50	50-55	58	52	52	50	53	50	50	19
30	33	36	.....	**33.7**	35	30-32	35	34	35	35	38	35	32	30	.....	32	35	34	20
.....	28	32	28	**29.9**	30	.....	30	.....	30	30	28-30	32	30	28	30	28	30	32	21
6.3-6.7	7.3	8	7.3	**7.4**	6.9	7.3	7.3	6.3	7.3	7.3	6.7	7.3	7.3	8	6.7-7.3	7.3	7.3	7.3	22
6.5	7.3	7.3	6.5-6.7	**7.1**	7.1	6.3-7.1	7.7	7.1	6.7	5.8	6.9-7.3	6.7	6.5	6.6	6.7	6.3	6.5	6.1	23
7	10	7	7.5	**8.1**	8	8-9	7	7.5	9	6.3	9	7	7.1	7	9	8.3	8.3	8	24
10	10	12.5	12	**10.9**	12	12.5	10-12	11	12.5	10	12.5	12.5	10-12	10	10	12	10	.....	25
12	13	15	15	**14.2**	15	15	12	15	15	12.5	15-18	12.5	15	13-14	13	15	12.5	10	26
20	16	20	18-20	**19.1**	20	20	18	20	18	18	20	20	20	18	20	18	20	20	27
32	25	25	25	**25.9**	25	25	25	25	25	30	35-20	30	25	21	25	28	25	25	28
25	25	20	18-20	**21.8**	18	20	18	20	20	20	20-30	20	20-22	17	20	20	20	18	29
25	22	17.5	20-23	**22.4**	25	25	23	25	25	25	25-30	25	25	21	25	25	25	25	30
15	18	18	14-15	**17.4**	18	12½-15	15	17	18	15	15-18	15.5	25	15	15	18	15	15	31
25	25	18	25	**23.4**	20	18-20	15	.....	20	.....	.....	.....	.....	15	.....	.....	.....	.....	32
15	25	15	12½-15	**17.9**	18	20	18	18	17	17.5	15-25	18	18	15-18	18	20	18	18	33
10.5	12.5	9.5-10	9.8-10.3	**10.6**	10	11.1	10.5	10	10	11.1	10	10	11.1	10	11.1	11.1	11	10	34
10	11.1	9	9.8-9.3	**9.8**	9.5	10	9.1	9.1	9.5	10	9	9.1	10	10	10.5	10	10	10	35
50	50	45	50-55	**48.4**	70	65	45-50	70	60	50	60-70	50	55-60	60	70	50-60	65	50	36
50	50	40	40-45	**45.9**	60	60	45-50	65-70	55	40	50-55	40	45-50	60	70	50	60	45-50	37
50	50	30	40	**44.7**	55	50	45	.....	45	40	40-50	30	40-45	35	45	30-50	45	30	38
$1.50	$2.00	$2.00	$1.90-$2.00	**$1.91**	$1.85	$1.50-$1.80	$2.00	$1.75	$1.80	$1.25	$2.00-$2.15	$2.25	$g1.95	$2.00	$2.25	$2.00	$2.00	$1.75	39
.10	.12	.15	.10	**.131**	.125	.10	.125	.10	.14	.10	.12	.125	.12	.12	.10	.10	.13	.10	40
.10	.12	.12	.10-.125	**.129**	.13	.15	.15	.12	.125	.12	.125	.14	12-14	.12	.15	.12	.13	.13	41
10.00	9.50	10.50	10.25	**10.63**	10.25	10.60	12.00	12.00	11.00	11.00	10.00	9.50	10.00	10.00	10.00	10.00	10.00	10.00	42
10.00	.....	8.50	.....	**10.17**	9.25	.....	10.50	12.00	11.00	10.00	12.00	7.75	.....	12.00	10.00	10.00	9.50	10.00	43
11.00-12.00	15.00	14.00	12.50	**13.00**	13.75	15.00	14.00	11.00	11.00	14.00	b15.00	e	.....	17.00	16.00	15.00	14.50	15.00	44
9.00-10.00	9.00	8.00	9.00	**9.28**	7.00	12.00	12.00	9.00	7.00	8.00	b9.00	e	.....	14.00	14.00	10.00	9.00	10.00	45
.22	.22	.30	.25-.28	**.241**	.30	.25	.25	.22	.28	.25	.20-.25	.22	.25	.20	.25	.25	.24	.25	46
12.00-14.00	10.00-12.00	14.00-18.00	15.00-20.00	**14.75**	24.00	16.00	15.00-20.00	18.00-20.00	20.00-25.00	13.00-16.00	22.00-30.00	15.00-20.00	16.00	23.00-25.00	15.00-20.00	18.00	14.00-16.00	18.00-22.00	47
9.00-12.00	6.00-10.00	12.00-13.00	10.00-15.00	**10.38**	17.00	11.00	14.00-16.00	15.00-18.00	16.00-18.00	11.00-13.00	16.00-20.00	12.00-15.00	14.00	17.00-19.00	13.00	14.00	10.00-12.00	12.00-15.00	48

b Calculated from price per wagon load. e Natural gas used.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin, steak.....lb.	38	35	35-40	35	38	35	35	38	35-38	40	40	**37.2**	42	35	**38.5**
2-Beef, round steak..... "	33	33	35-38	32	35	35	32	36	35	35	35	**34.5**	35	27	**31.0**
3-Beef, rib, roast, prime..... "	30	28	30-35	35	30	37	25-30	38	28-30	30-32	30-32	**31.7**	38	25	**31.5**
4-Beef, shoulder roast..... "	25	25	28-30	25	28	28	25	32	25-28	28-30	28-30	**27.5**	28	25	**26.5**
5-Veal, roast, forequarter.... "	30	28	30	25	30	32	30	32	35-38	35	35	**30.0**	30	25	**27.5**
6-Mutton, leg roast, hind'q'ter "	38	35	35	.....	35	32	30	38	35-38	40	40	**34.9**	38	35	**36.5**
7-Pork, fresh, roast, ham.... "	42	48	38-40	40	45	50	35	38	35-40	40	40	**39.7**	35	33	**34.0**
8-Pork, fresh, chops..... "	42	44	45	45	45	48	35	38	35-40	42-45	42-45	**41.5**	48	33	**40.5**
9-Pork, salt, mess..... "	20	38	38	.....	35	.....	.....	35	.....	40	40	**34.5**	38	25-28	**32.3**
10-Bacon, breakfast, not sliced "	50	48	53	50	48	50	50	50	45	55-60	55-60	**50.0**	48	50	**49.0**
11-Fish, fresh, good quality... "	13-23	25	12	15	14-20	15-25	20	20	25-27	18	18	**19.2**	16	28	**22.0**
12-Fish, salt, herrings.....doz	90	.....	40	30	50	55	.....	70	.....	60	60	**58.6**	90	.....	**90.0**
13-Salmon, canned, medium...lb.	30	35	35	25	30	38	30	30-35	35	15-40	20-40	**31.7**	35	35	**35.0**
14-Lard, pure leaf, best..... "	37	34	35	36	35	35	28	35	35	40	40	**35.8**	38	35	**36.5**
15-Eggs, new laid.....doz.	40	38	42	42	40	36	.....	48	50	50	60	**43.1**	42	40	**41.0**
16-Eggs, storage..... "	.....	.....	.....	.....	.....	.....	38	.....	.....	.....	.....	**39.8**	.....	.....	.....
17-Milk, delivered.....qt	10	10	10	10	12	14	10	15	13.3	14.3	14.3	**11.8**	13	12.5	**12.8**
18-Butter, dairy solids.....lb.	*a*45	46	50	48	50	52	45-47	48	48	*a*55	*a*55	**48.9**	.....	40	**40.0**
19-Butter, creamery prints.... "	50	48	54	50	50	55	47	50	53	60	60	**52.4**	54	55	**54.5**
20-Cheese, old..... "	30	32	30	32	32	36	30	33	.....	30	30	**32.8**	38	35	**36.5**
21-Cheese, new..... "	30	28	.....	30	30	35	.....	.....	30	30	30	**30.1**	30	.....	**30.0**
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	8.7	8	8.3	8.3	**7.4**	7.5	7.3	**7.4**
23-Flour, family..... "	6.3	6	6.7	6.3	6.7	6.7	6.3	7.1	6.9	6.5	6.5	**6.6**	6.3	6.7	**6.5**
24-Rolled oats, standard..... "	7	7.5	8.3	8	8	8.3	8.3	8	7	7.5	7.5	**7.8**	8	7.5	**7.8**
25-Rice, medium..... "	10	13	10	10-12.5	10	12.5	10-12	10	10	10	10	**11.0**	10	10	**10.0**
26-Rice, Patna..... "	12.5	15	13	15	15	14	12.5	15	14	12	15	**13.8**	12.5	12.5	**12.5**
27-Tapioca, medium pearl..... "	20	18	20	18	20	16	15	20	17	20	20-25	**19.1**	17.5	17.5	**17.5**
28-Tomatoes, canned 3's.....can	23	25	28	25	25	30	25	25	25	25	25	**25.7**	25	25	**25.0**
29-Peas, canned 2's..... "	18	20	20	20	22	22	20	23	19	15	15	**18.8**	17	20	**18.5**
30-Corn, canned 2's..... "	23	20	23	25	25	25	20	23	23	25	25	**24.1**	22	23	**22.5**
31-Beans, common..... "	17	20	18	17	20	32	15	20	14	15	15	**17.4**	13	12.5	**12.7**
32-Apples, evaporated..... "	25	.....	.....	.....	.....	.....	.....	27	.....	25	25	**21.2**	23	20	**21.5**
33-Prunes, medium..... "	15	17	18	15	15	30	15	20	16	15-20	15-20	**18.0**	19	18	**18.5**
34-Sugar, granulated..... "	11.1	11	10	10	11.1	10	10	10	10	11.1	11.1	**10.5**	11.1	11.1	**11.1**
35-Sugar, yellow..... "	10	10	9.1	9.1	10	10	9.5	10	9.1	10	10	**9.7**	10	10	**10.0**
36-Tea, black, medium..... "	60	55	60	55	50-70	50-60	55	50	55	60-85	65-85	**59.5**	45	55	**50.0**
37-Tea, green, medium..... "	50	55	60	55	45-50	50-60	50	50	40	55-75	60-75	**54.1**	45	45	**45.0**
38-Coffee, medium..... "	45	45	45	40	40	35-40	45	45	40	45-50	45-50	**42.7**	28	40	**34.0**
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.00	$1.75	$2.25	$2.25	$2.00	$1.80	$1.65	$2.50	$2.25	$1.75	$1.90	**$1.95**	$1.85	$2.00	**$1.93**
40-Vinegar, white wine, XXX, per quart.....	.10	.10	.13	.125	.10	.12	.125	.12	.15	.15	.15	**.119**	.10	.15	**.125**
41-Starch, laundry, per pound.....	.125	.13	.15	.09	.14	.125	.15	.15	.15	.15	.15	**.134**	.125	.15	**.138**
42-Coal, anthracite, stove size, per ton of 2,000 lbs.....	10.50	10.00	10.50	10.00	11.00	10.00	11.00	12.50	11.00	10.50	10.00	**10.53**	12.50	13.50	**13.00**
43-Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	10.00	10.00	10.00	10.00	9.00	9.50	.....	11.00	10.50	10.00	**10.14**	10.50 11.75	10.50	**10.82**
44-Wood, hard, best, per long cord (128 cu. ft.).....	11.00	12.00	12.00-15.00	8.50	*b*8.00	*e*	12.00	9.00	8.00	8.50-10.00	8.50-10.00	**12.35**	*d*9.50	*d*10.50	**10.00**
45-Wood, soft, best, per long cord (128 cu. ft.).....	7.00	10.00	.....	.....	*b*6.00	*e*	10.00	8.00	7.50	7.00-8.00	7.00-8.00	**9.23**	*d*7.50	*d*8.50	**8.00**
46-Coal oil, prime white, per gallon.....	.25	.22	.20	.18	.24	.22	.25	.25	.25	.25	.25	**.24**	.25	.30	**.275**
47-Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.50-25.00	15.00-22.00	15.00-20.00	22.00	10.00-13.00	22.00	20.00-25.00	15.00-25.00	15.00-25.00	**23.46**	25.00-30.00	18.00-20.00	**23.25**
48-Rent, house, 6-roomed, no san. conveniences, per mo.....	10.00	10.00	12.00-17.00	8.00-12.00	10.00-12.00	16.00	7.00-10.00	14.00	13.00-15.00	10.00-15.00	10.00-15.00	**13.46**	17.50-20.00	12.00-15.00	**16.13**

*d*Poplar, tamarac, jackpine, etc. *f*Lignite. *20 lb. lots. *h*Including $1.00 for delivery.

CANADA, AT THE MIDDLE OF MAY, 1918.—Concluded

Saskatchewan				Alberta					British Columbia									
Regina	Prince Albert	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westmins'r	Vancouver	Victoria	Nanaimo	Average	Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
35	35	32	**34.0**	40	30	40	40	**37.5**	45	48	48	40	40	37	45	**43.3**	**36.7**	1
25	30	30	**28.3**	35	28	38	35	**34.0**	40	42	42	35	36	33	40	**38.3**	**33.5**	2
27	30	30	**29.0**	35	28–32	38	32	**33.8**	36	40	40	25–30	35	30	35	**34.6**	**30.8**	3
22	30	25	**25.7**	30	22	30	28	**27.5**	32	30–32	32	25	30	26	30	**29.4**	**26.3**	4
25	30	30	**28.3**	35	25–30	.....	30	**30.8**	30	30	35–38	35	30–34	30	35	**32.7**	**27.4**	5
38	35	30	**34.3**	40	35–38	45	38	**39.9**	42	38	40	35	40	48	55	**42.6**	**34.9**	6
38	30	30	**32.7**	40	35	40	35	**37.5**	40	35–38	45	38	35	35	42	**38.8**	**37.1**	7
38	35	32	**35.0**	40	42	42	35–40	**40.4**	40	45–50	45–50	35–45	40–50	40	50	**44.3**	**39.3**	8
.....	30	25	**27.5**	35	34	35	.....	**34.7**	35	.....	38	35	.....	38	.....	**36.5**	**34.2**	9
60	50	55	**55.0**	60	45–55	50	50	**52.5**	47	50	60	50	55	49	50	**51.6**	**50.0**	10
27	15–25	20	**22.3**	10	25	10–25	28–30	**20.4**	30	28	10–32	25	30	12.5	15	**23.1**	**19.0**	11
1.00	.....	75	**87.5**	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	**60.0**	**64.3**	12
35–40	30	35	**34.2**	15	25–35	40	.....	**28.3**	25	20–35	20–35	35	25	24	30	**27.7**	**31.1**	13
35	35	35	**35.0**	35	28	38	40	**35.3**	35	35	38	35	32	35	35	**35.0**	**36.0**	14
35	40	40	**38.3**	40	40	45	45	**42.5**	65	50	50	50	55	50	50	**52.9**	**43.9**	15
.....	.....	.....	.....	.....	30	.....	.....	**30.0**	.....	25	.....	.....	40	.....	.....	**32.5**	**34.8**	16
14	12.5	14.3	**13.6**	14.3	12.5	12.5	12	**12.8**	14.3	14.3	15	12.5	12.5	14.3	12.5	**13.6**	**12.9**	17
45	45	45	**45.0**	*a*50	45	50	*a*50	**48.8**	.....	44	.....	55	42	55	50	**49.2**	**48.1**	18
55	50	50	**51.7**	60	55	55	60	**57.5**	55–60	55–60	60	60	56	60	60	**58.7**	**53.4**	19
35	35	35	**35.0**	25	30	30	35	**30.0**	30–35	32.5	.....	35	32	35	32	**33.2**	**33.1**	20
.....	.....	.....	.....	25	.....	30	35	**30.0**	.....	.....	30	.....	30	29	32	**30.3**	**30.3**	21
8.3	7.3	10	**8.5**	7	8	8	8	**7.8**	9.9	8.9	8.9	8.9	8.9	8.9	10	**9.2**	**7.8**	22
6.3	6.5	6.7	**6.5**	6.3	6	6.3	6.3	**6.2**	6.5	6.5	6.5	6.3	6.7	6.3	6.1	**6.4**	**6.8**	23
8.6	7	7.5	**7.7**	8	7.5	7	9–10	**8.0**	6.9	8.5	8.	8	9	8	8	**8.1**	**8.0**	24
12.5	10	10	**10.8**	10	10	10	12.5	**10.6**	10	11	11	11	10	10	12.5	**10.8**	**11.0**	25
17.5	10	.....	**13.8**	.....	12.5	12.5	.....	**12.5**	.....	12.5	.....	.....	.....	10	.....	**11.3**	**13.7**	26
20	20	20	**20.0**	15	17.5	17.5	17.5	**16.9**	17.5	20	16	17.5	18	17	15	**17.3**	**19.1**	27
25	25	25	**25.0**	25	23	25	27.5	**25.1**	20	20	19	20	25	20	20	**20.6**	**25.2**	28
20–25	20	20	**20.8**	20	20	20	25	**21.3**	20	20	19	17.5	20	20	20	**19.5**	**20.2**	29
25–30	20	20	**22.5**	25	23	25	27.5	**25.1**	22.5	25	21	25	28	23	25	**24.2**	**23.9**	30
20	15	15	**16.7**	15	12½–16	16.7	20	**16.5**	12.5	15	15	17.5	15	12.5	15	**14.6**	**17.1**	31
15	15	15	**15.0**	20	30	30	30	**27.5**	30	.....	21	20	25	15	20	**21.8**	**22.4**	32
17.5	20	15	**17.5**	17.5	17.5	17	20	**18.0**	15	15	17	17.5	15	15	15	**15.6**	**17.7**	33
11.5	12.5	12.5	**12.2**	*11.3	12.5	10	12	**11.5**	11.1	12.5	11	10	11.1	11.1	11.1	**11.1**	**10.8**	34
12.5	12.5	11.1	**12.0**	12.5	12.5	9.1	12	**11.5**	10	11.1	11	9.1	10	11.1	10.5	**10.4**	**10.1**	35
65–75	55	60	**61.7**	30	55–60	60–65	60–70	**53.8**	50	60	60	60	50	55	60	**56.4**	**56.9**	36
65–75	55	50	**58.3**	40	55–60	50–60	65	**54.4**	50	60	55	60	50	55	60	**55.7**	**54.2**	37
45–55	45	45	**46.7**	40	40–55	35–40	40–45	**41.9**	37.5	40	40	40	40	45	40	**40.4**	**42.9**	38
g$2.25	$1.50	$2.25	**$2.00**	$2.50	$1.50	$1.95	$2.25	**$2.05**	*g*$2.02	*g*$1.80	*g*$1.58	$1.50	$1.45	*g*$1.80	*g*$1.80	**$1.71**	**$1.86**	39
.15	.15	.15	**.15**	.20	.20	.15	.20	**.188**	.30	.25	.22	.15	.25	.15	.20	**.217**	**.139**	40
.15	.15	.15	**.15**	.125	.125–.15	.15	.18	**.148**	.15	.15	.16	.125	.14	.14	.15	**.145**	**.139**	41
.....	*f*15.00	14.75	**14.88**	.....	.....	5.75–7.50	.....	**6.63**	.....	12.50	.....	.....	.....	.....	.....	**12.50**	**11.44**	42
9.75	7.50–11.00	9.00	**9.33**	.....	*f*4.75	5.75–5.00	7.50	6.00	**5.84**	3.25–5.80	10.00–8.00	9.50	9.30	8.80	8.00–8.80	*h*5.75–6.00	**7.92**	**9.23**	4
*d*10.00	*d*7.50	.....	**8.75**	*e*	*d*4.00	*d*5.50	*d*7.00	**5.50**	.....	*d*7.50	*d*7.50	.....	.....	.....	.....	**7.50**	**10.76**	44
*d*9.00	*d*6.50	*d*10.00	**8.50**	*e*	*d*4.00	*d*5.25	*b* & *cd* 9.75	**6.33**	*d*9.00	*d*6.75	*d*7.50	*d*7.00	*bd*4.50 *d*5.63	*d*6.00	.....	**6.89**	**7.95**	45
.30	.30	.35	**.317**	.35	.30	.35	.35	**.338**	.40	.55	.40	.30	.30	.40	.30	**.379**	**.271**	46
35.00	15.00	25.00	**25.00**	22.50	22.00	25.00–35.00	18.00–20.00	**23.38**	20.00	15.00	30.00	15.00–18.00	24.00	12.00–16.00	15.00–20.00	**19.57**	**20.90**	47
10.00–15.00	12.00	15.00	**13.17**	15.00	12.00	15.00–25.00	10.00	**14.25**	18.00	.....	20.00	10.00–12.00	21.00	.....	12.00–15.00	**16.70**	**13.21**	48

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1916	1917	May, 1914	May, 1915	May, 1916	May, 1917	§April, 1918	†May, 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	60.2	48.2	47.6	50.2	61.2	67.8	73.4
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	41.3	32.4	32.8	34.0	43.0	48.2	52.6
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	22.7	17.1	17.1	16.4	22.5	26.3	27.4
Mutton, roast, hindq'	1 "	11.8	12.2	16.8	18.0	17.8	19.1	23.3	28.1	20.8	21.4	23.3	28.2	33.2	34.9
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	29.6	19.9	18.9	21.8	29.3	35.7	37.1
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	53.5	37.0	35.2	36.8	55.6	67.2	68.4
Bacon, breakfast	1 "	15.4	17.8	24.5	23.3	22.5	24.7	28.8	38.5	25.7	24.9	28.4	37.3	48.1	50.0
Lard, pure leaf	2 "	26.2	28.2	40.6	36.0	35.6	33.4	40.4	59.4	37.2	35.2	39.0	60.2	69.4	72.0
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	48.9	25.8	23.7	26.2	40.8	46.0	43.9
Eggs, storage	1 "	20.2	23.4	28.4	27.9	31.2	23.1	32.7	42.4	25.1	22.6	24.4	34.5	43.9	34.8
Milk	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	52.6	62.2	53.4	54.6	51.0	60.0	72.0	72.0
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	86.4	55.2	64.8	64.2	85.6	98.4	96.2
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.0	32.7	37.3	36.8	47.7	54.8	53.4
Cheese, old	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	33.0	21.4	23.9	25.1	34.1	32.2	33.1
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	30.4	19.8	22.3	23.8	31.7	31.1	30.3
Bread, plain, white	15 "	55.5	53.5	66.0	64.5	60.0	61.5	74.3	104.4	64.5	73.5	70.5	111.0	117.0	117.0
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	64.2	32.0	44.0	37.0	77.0	67.0	68.0
Rolled oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	30.5	21.5	26.5	23.5	30.5	40.0	40.0
Rice, good medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	11.6	11.8	13.0	14.6	21.4	22.0
Beans, handpicked	2 "	8.6	9.7	10.8	10.4	11.6	12.4	19.5	29.8	12.0	14.2	19.2	29.0	33.8	34.2
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	12.9	11.6	14.3	15.3	22.1	22.4
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	15.4	12.2	13.1	12.9	14.8	17.6	17.7
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	39.9	22.0	32.0	37.2	40.0	42.4	43.2
Sugar, yellow	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	18.5	10.2	14.6	17.0	18.6	20.0	20.2
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	11.5	9.1	9.3	9.8	11.4	12.8	14.2
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.4	9.8	10.3	11.1	12.1	13.6
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	10.1	9.4	9.8	9.9	10.1	10.2	10.7
Potatoes	2 pks	24.1	28.0	30.3	44.6	46.3	36.0	58.7	89.2	42.5	31.0	60.5	126.0	64.3	62.0
Vinegar, white wine	¼ qt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.8	.9	.9
All foods	.....	$5.48	$5.96	$6.95	$7.14	$7.34	$7.34	$8.79	$11.42	$7.42	$7.84	$8.37	$11.82	$12.57	$12.66
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	⅓ lb.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.2	3.2	3.3	3.8	4.6	4.7
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	67.0	53.2	52.5	53.9	64.8	71.8	71.5
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	38.4	37.1	37.9	50.8	57.8	57.7
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.9	52.9	40.9	34.1	41.6	51.7	67.1	67.3
Wood, soft	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	38.9	31.7	31.0	30.0	37.6	49.9	49.7
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	25.0	22.4	23.6	23.0	25.3	26.8	27.1
Fuel and lighting	.....	$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	$2.37	$1.87	$1.78	$1.86	$2.30	$2.73	$2.7
Rent	.....	$2.37	$2.89	$4.05	$4.05	$4.60	$4.75	$4.04	$4.32	$4.88	$4.17	$4.03	$4.34	$4.66	$5.2
Grand total	.....	$9.37	$10.50	$12.79	$13.00	$13.79	$14.02	$14.78	$18.15	$14.19	$13.83	$14.30	$18.90	$20.01	$20.6

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11.39	$7.28	$7.80	$8.48	$11.50	$12.80	$12.4
Prince Edward Island	4.81	5.26	5.81	5.80	6.11	6.34	7.57	9.79	6.90	6.58	7.51	9.88	11.01	.....
New Brunswick	5.38	5.83	6.55	6.84	7.13	7.04	8.70	11.22	7.26	7.58	8.20	11.49	12.50	12.[illegible]
Quebec	5.15	5.64	5.33	6.46	6.97	6.87	8.48	11.15	6.59	7.17	8.04	11.46	12.24	12.[illegible]
Ontario	5.01	5.60	6.50	6.67	7.25	7.20	8.84	11.60	7.28	7.60	8.37	12.16	12.57	12.[illegible]
Manitoba	5.35	6.19	7.46	7.41	7.88	7.87	8.68	10.73	7.74	8.16	8.47	10.82	11.97	12.[illegible]
Saskatchewan	6.86	6.92	7.86	8.08	8.16	8.25	8.86	11.11	7.16	8.41	8.38	11.18	12.58	12.[illegible]
Alberta	6.02	6.50	8.00	8.08	8.15	8.33	8.79	11.55	7.76	8.30	8.26	12.03	12.72	12.[illegible]
British Columbia	6.90	7.74	8.32	8.79	9.03	9.03	9.13	11.83	8.89	9.06	8.95	12.21	13.08	13.[illegible]

*December only. †Charlottetown and Saskatoon omitted. §Saskatoon omitted.

Wholesale Prices.

GRAINS AND FODDER. — Wheat was steady at the levels fixed in the autumn of 1917. The opening of lake navigation lowered the cost of freight from Fort William to Toronto and Montreal, reducing prices of western grain slightly. Barley and oats declined considerably at Winnipeg, the former being down to $1.30 per bushel and the latter to 81½c. Ontario barley declined from $1.55 to $1.42 and oats from 87c to 81c. American corn was down from $1.90 to $1.80 per bushel at Toronto. Flaxseed fell from $3.86 to $3.70. Rye declined from $2.65 per bushel to $2.10. Hay declined $1.00 at Toronto to $16.00-17.00 per ton, and at Montreal the price also fell toward the end of the month. Bran and shorts fell to $35.00 and $40.00 per ton at Toronto, the same level as prior to April, the 40c per ton added in April for increased freight being removed on the opening of lake navigation.

ANIMALS AND MEATS. — Considerable advances occurred in nearly all lines. At Winnipeg the best butcher cattle rose from $15.00 to $16.50, and at Toronto from $15.00 to $16.35. In the last week, however, prices eased off slightly. Dressed beef, hindquarters, advanced from 27c per pound to 30c. Live hogs were up to 19½c per pound. Dressed hogs advanced to 27½c per pound. Mess pork was up to $58.00 per barrel. Sheep advanced from $16.00 per hundred to $19.00. Lamb and mutton continued at the high levels reached in the last week of April.

DAIRY PRODUCTS. — Butter, finest creamery, at Montreal, eased off from 46c to 43c per pound in the first week but rose to 45c in the second week. In the following week the price receded 1c, and in the last week ½c, leaving the level at 43½c. Creamery solids at Toronto declined from 48-49c per pound to 44-45c. Dairy prints were steady at Toronto, at 38-43c. Cheese was higher, the price having been fixed by the Commission at 23c instead of 21¾c, the price fixed in the spring of 1917. Eggs were down to 43-44c at Montreal, but rose to 44-45c. At Toronto eggs declined from 44-46c to 44-45c.

FISH.—The price of new Lunenburg bank cod rose to $12.50 per quintal. The export market was reported firm, although conditions at Porto Rico were uncertain, while other West Indian and the South American markets were good. The prevalence of ice in the Gulf of St. Lawrence was reported to be keeping back the Lunenburg fleet from reaching the banks for the summer catch. The catch of lobsters was reported to be fairly good. At Toronto, salmon trout was selling at 15-16c per pound and whitefish at 17-18c.

FRUITS AND VEGETABLES.—Apples at Toronto were selling at from $4.50 per barrel to $7.00 according to variety. Bananas were higher at $4.00-4.50 per bunch. Difficulty in securing transportation from the West Indies continued. Lemons were firmer at $5.75-6.00 per box, and oranges were higher at $6.00-7.00 per box. Currants were higher at 29-32½c for Grecian and 30-35c for Californian varieties. Potatoes were down to $1.65 per bag at Toronto for Ontario stock and to $1.75-1.90 for New Brunswick stock. At Montreal, potatoes were down to $1.50 in car lots for Green Mountains, but rose to $1.60. Other varieties were as low as $1.45.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR MAY, 1918, APRIL, 1918, MAY, 1917, 1916, 1915, 1914, AND 1913.

(Average price 1890–1899—100.)

	Number of commodities.	INDEX NUMBERS						
		*May, 1918	*April, 1918	*May, 1917	May, 1916	May, 1915	May, 1914	May, 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	407.2	438.9	366.8	188.1	212.5	149.2	133.4
Grains, Western	4	338.5	363.0	323.8	168.2	198.7	131.3	122.5
Fodder	5	213.3	216.5	213.3	191.7	186.5	165.3	145.7
All	15	324.2	344.5	304.2	184.0	200.2	149.8	134.6
II.—ANIMALS AND MEATS—								
Cattle and beef	6	379.7	341.9	308.4	230.4	216.2	222.9	189.0
Hogs and hog products	6	437.2	364.7	314.5	210.8	169.1	169.3	186.7
Sheep and mutton	3	343.1	329.2	296.6	223.9	189.6	162.2	177.5
Poultry	2	409.9	409.9	291.5	288.7	218.6	221.8	179.4
All	17	397.0	355.7	306.5	229.2	195.2	193.1	185.0
III.—DAIRY PRODUCTS	9	239.4	241.7	221.8	170.1	147.0	129.5	135.1
IV.—								
Prepared fish	6	241.6	241.6	199.9	154.7	144.6	148.4	162.0
Fresh fish	3	253.5	228.6	197.6	183.2	153.5	153.1	156.7
All	9	245.6	237.3	199.2	166.1	148.2	150.3	159.9
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	1	193.0	193.0	257.4	183.8	147.1	210.8	124.1
Fresh fruits, foreign	3	183.3	178.7	109,3	104.3	87.3	95.6	111.0
Dried fruits	4	275.6	275.6	200.6	149.3	121.9	121.7	111.7
Fresh vegetables	5	298.4	299.7	566.6	270.0	131.7	206.7	124.5
Canned vegetables	3	249.5	258.3	211.0	109.7	101.2	97.7	125.2
All	16	243.3	256.6	303.4	172.8	116.2	144.4	118.9
(b) Miscellaneous groceries—								
Breadstuffs	10	260.3	261.2	285.5	158.8	167.1	125.9	124.2
Tea, coffee, etc	4	178.8	151.6	145.9	126.5	110.3	107.7	115.1
Sugar, etc	6	258.7	250.5	251.7	168.4	144.6	102.9	116.2
Condiments	5	234.4	227.9	168.2	147.5	120.3	104.6	99.6
All	25	241.7	234.4	221.7	153.7	143.3	113.2	115.9
VI.—TEXTILES—								
Woollens	5	397.4	395.6	275.5	211.3	166.5	142.9	130.7
Cottons	4	299.9	290.3	203.2	158.0	128.3	145.0	139.0
Silks	3	141.2	134.1	118.9	112.0	79.7	93.2	86.3
Jutes	2	609.5	609.5	431.6	312.4	226.2	231.1	214.1
Flax products	4	411.4	391.1	286.9	211.8	168.7	114.7	114.7
Oilcloths	2	209.6	193.7	147.1	132.5	103.5	104.6	104.7
All	20	344.7	335.6	242.6	188.1	145.5	135.2	128.2
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow	4	339.2	257.4	345.7	295.2	192.1	208.3	177.3
Leather	4	215.0	265.0	191.3	200.5	173.5	151.4	152.2
Boots and shoes	3	293.7	231.9	221.1	180.6	158.3	155.7	155.7
All	11	283.4	252.9	273.7	229.5	176.1	173.3	162.3
VIII.—METAL AND IMPLEMENTS—								
Iron and steel	11	278.4	278.0	246.7	146.3	104.2	102.2	105.4
Other metals	12	285.3	255.2	281.8	272.9	180.3	118.1	133.7
Implements	10	217.2	220.9	167.7	124.4	111.3	106.6	105.6
All	33	262.3	251.9	235.5	188.7	134.1	109.6	116.2
IX.—FUEL AND LIGHTING—								
Fuel	6	238.3	238.5	210.1	156.0	116.4	123.6	130.2
Lighting	4	124.2	122.4	109.9	88.5	90.0	92.2	92.2
All	10	192.7	192.0	170.0	129.0	105.8	111.0	115.0
X.—BUILDING MATERIALS—								
Lumber	14	268.3	251.8	204.3	182.4	176.7	183.6	180.9
Miscellaneous materials	20	222.0	222.0	202.5	153.8	113.2	112.7	112.7
Paints, oils and glass	14	301.1	297.9	258.4	196.8	155.9	140.6	143.0
All	48	234.2	257.6	219.4	174.7	144.2	141.5	141.4
XI.—HOUSE FURNISHINGS—								
Funriture	6	298.0	207.3	188.0	143.6	145.9	147.1	146.6
Crockery and glassware	4	279.8	279.8	226.8	195.5	155.1	133.9	130.9
Table cutlery	2	150.7	150.7	150.7	132.2	80.3	72.4	72.4
Kitchen furnishings	4	268.5	251.4	176.6	132.4	125.5	125.3	117.8
All	16	241.4	229.4	195.7	152.3	134.9	129.0	126.2
XII.—DRUGS AND CHEMICALS	16	274.3	275.9	255.3	263.5	165.2	111.6	112.7
XIII.—MISCELLANEOUS—								
Raw furs	4	583.1	535.4	396.6	307.8	133.8	241.3	330.8
Liquors and tobaccos	6	223.7	209.0	175.5	143.6	134.7	138.4	131.4
Sundries	7	218.3	217.1	183.5	141.8	116.0	108.9	112.4
All	17	306.1	289.1	230.8	181.5	126.8	150.5	170.5
All commodities	262	275.8	269.4	240.0	183.3	147.4	136.3	135.4

*Preliminary figures. *Five commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

Onions were steady at $2.50 per 100 pounds at Montreal. Canned corn and peas were slightly lower.

MISCELLANEOUS FOODS.—Spring wheat and blended flour were slightly lower at Toronto owing to cheaper freight after the opening of navigation. Oatmeal and rolled oats were also lower. Rice was firmer at 9c per pound. Tea advanced 10c per pound owing to the war tax recently imposed, and coffee was higher from 5c to 6c per pound. Sugar was higher in price for the products of some refineries, selling from $8.87 to $9.02 per hundred at Toronto in barrels. Molasses was also higher at $1.00-1.03 per gallon at Montreal. Maple sugar was up to 22-23c per pound. Cream of tartar rose to 90-92c per pound.

TEXTILES.—Unwashed wool was up to 60-63c at Toronto. Raw cotton declined to 26-27c per pound at New York. Gray cotton, prints and coloured cottons averaged higher. Raw silk, Japanese, advanced to $6.85 per pound. Spool silk advanced from 48c per dozen to 52c, and machine silk from $10.90 per pound to $11.25. Jute was unchanged on the basis of the price fixed in Scotland. Flax fibre advanced to 55-65c per pound, a rise of 5c, and tow was firmer at 22-25c per pound. Oilcloth, table and floor, advanced about 10 per cent.

HIDES, LEATHER, BOOTS AND SHOES. — The market had been very weak for some months, but owing to heavy purchasing by Governments and the trade, and also owing to restrictions on shipments, prices of hides advanced steeply, recovering the loss in recent months, and the leather markets became firmer. At Toronto, the best hides had sunk to 10½c per pound, but rose to 16c, nearly as high as in January. Calfskins rose from 20c to 38c. Some lines of boots were higher, particularly coloured leathers, advancing from 10c to 25c per pair. Kip boots rose 25c per pair, and black box calf 5c per pair.

METALS AND IMPLEMENTS. — Black sheets were higher at $8.05 per hundred. Copper was down 1c to 29-30c per pound. Lead was firmer at 9½-10c per pound. At New York the price of nickle was settled at 40-45c per pound for the trade. Quicksilver was up at $117.50-120.00 per flask of 75 pounds. Bar silver was higher at 99½c per ounce. Solder bar was higher at 66-70c per pound. Tin rose from $1.00 per pound to $1.50. Coil chain was up to $12.15, the same level as in March.

FUEL AND LIGHTING. — Bituminous coal rose to $8.50 per ton at Montreal. Anthracite coal was down 10c to $8.90. On the Pacific coast bituminous coal averaged higher at the different mines. Calcium carbide was higher at $85.00 per ton. A line of matches were slightly higher at $6.75 per gross.

BUILDING MATERIALS.—In lumber the demand was lower in Ontario, as there were plenty of cars and the retailers had been able to get delivery of stock previously ordered. Little building, however, was being undertaken owing to the high cost of labour and materials. Hardwood was in better demand for furniture factories, agricultural implements, and piano and gramophone industries. Oak and ash were reported scarce. The export trade to the United States was reported fair. Reports as to the fixing of prices by the United States Government on certain grades indicated that the export from Canada might not be pro-

fitable. In New Brunswick the drives were reported to have had good water conditions. The logs in the St. John river were bringing the highest prices ever known, spruce deal logs commanding $20.00 per M. feet. Mills were reported to be competing for supplies owing to the restricted cut. Turpentine was high at 72½-78c per gallon. Paints rose to $3.80 per gallon.

HOUSE FURNISHINGS.—Wooden furniture advanced 10 per cent owing to the high cost of labour and materials. Wooden pails rose from $4.00 to $4.20 per dozen. Sad irons advanced from $1.90 to $2.30 per set. Sulphur was down from 4½c to 3¼c per pound.

MISCELLANEOUS.—In raw furs, muskrat advanced to $1.00-1.10 per skin. A line of smoking tobacco advanced from 92c to $1.44 per pound, following the imposition of an additional tax by the Dominion Parliament. Sulphite pulp rose to $120.00 per ton for bleached, and sulphite, news grade, rose to $65.00-75.00 per ton. Raw rubber advanced to 55-58c per pound.

Prices in Other Countries

In the United Kingdom the retail prices of food were reported to be less than one per cent higher on May 1 than on April 1. In the *Labour Gazette* of the Ministry of Labour, the principal changes were a decrease of 18 per cent in the price of milk, when summer prices were fixed, and an increase of 18 per cent in sugar, owing to an increase in the duty. It was estimated that while the cost of a uniform budget of foods had risen 107 per cent since the war began, owing to changes in consumption, the average expenditure on these foods had risen by only 41 per cent. The general increase in the prices of goods for a workingman's family since the war began was estimated to be between 95 and 100 per cent, of which 7 per cent was due to taxes. The index number of wholesale prices of the *Economist* showed the general level of prices at the end of April to be above any previous record, but it was pointed out that except in the miscellaneous food group, higher levels than in April had appeared previously in each group. In cereals and meats the level was substantially lower than in 1917, being down from 1432 in June, 1917, to 1244 at the end of April, 1917, which, however, was higher than in January, 1918, when the level was 1221½. In textiles there was a decline in cotton.

In the United States the wholesale prices of foods were lower, as shown by the *Annalist* and *Gibson* index numbers, but the food groups in the index numbers of *Bradstreet* and *Dun* showed lower levels for breadstuffs and dairy products, but higher levels for livestock, meats and other foods. All the groups of materials showed higher levels. Extensive purchasing of supplies by the United States Government was reported as an important factor in raising prices, while on the other hand increasing regulation of prices by the Government caused decreases in some commodities and prevented increases in others.

In France, the index number of whole-

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria*b* 18 foods Vienna	Germany*b* 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910....	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	82
1916....	8.79	.....	1506	1268	.....	.....	.....	167	.....	.....	100
1914											
Jan.....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	91
April...	7.50	.....	1162	.....	.....	.....	96.2	113*c*	111	.....	85
July...	**7.42**	**100**	**1164**	**1070**	**100**	**100**	**94.3**	.....	**113**	**100**	**90**
Oct.....	7.99	112	1156	1096	104.2	116.4	97.6	121*c*	115	103	93
1915											
Jan.....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	91
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	87
July....	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	88
Oct.....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	90
1916											
Jan.....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	94
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	96
July....	8.45	161	1516	1276	.....	217.6	124.6	170	199*d*	142*	97
Oct.....	9.30	168	1454	1289	.....	209.4	124.2	179	206*d*	152*	106
1917											
Jan.....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	112
April...	10.77	194	1473	1357	.....	.....	154.6	192	240*d*	175	127
May....	11.82	198	1473	1367	288.3	.....	157.7	203	257*d*	175	133
June....	11.89	202	1473	1365	311.6	.....	162.1	208	.....	175	131
July....	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	128
Aug....	11.68	202	1502	1363	273.2	.....	168.2	.....	295*d*	181	130
Sept....	11.65	206	1506	1376	.....	.....	177.0	.....	.....	187	134
Oct.....	11.81	202	1506	1392	.....	.....	.....	.....	.....	192	138
Nov....	12.10	206	1503	1396	.....	.....	.....	.....	309*d*	.....	136
Dec....	12.24	205	1492	1417	.....	.....	.....	.....	314*d*	212	139
1918											
Jan.....	12.42	206	1505	1427	.....	.....	.....	.....	.....	221	141
Feb....	12.54	208	.....	.....	.....	.....	.....	.....	.....	227	141
March..	12.65	207	.....	.....	.....	.....	.....	.....	.....	.....	135
April...	12.57	206	.....	.....	.....	.....	.....	.....	.....	.....	.....
May....	12.66	207	.....	.....	.....	.....	.....	.....	.....	.....	.....

a January-March, 1914. *b*. British Labour Gazette. *c*. January-July, 113; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

Number of commodities	Canada Department of Labour 172	United Kingdom Economist 44	United Kingdom Sauerbeck 45	United States Bureau of Labour Statistics. 294	United States Annalist 25*b*	United States Bradstreet 96	United States Dun 200	United States Gibson 22*b*	Australia New South Wales	Australia Commonwealth 92	Australia Commonwealth 92
1890...	110.3	102.2	72	66	109.252	.....	91.56*a*	43.4	.....	.....	1053
1895...	95.6	87.6	62	57	94.604	6.4346	81.51	42.0	.....	.....	760
1900...	108.2	110.5	75	65	99.388	7.8889	91.41	44.2	1000*c*	.....	894
1905...	113.8	103.2	72	69	110.652	8.0987	98.31	.....	.....	.....	910
1910...	124.2	113.2	78	81	137.172	8.9881	119.17	59.3	1205	.....	1003
1916...	182.0	196.3	137	100	175.720	11.8236	148.80	74.9	1873	.....	1504
1914											
Jan....	136.5	119.0	83.5	81	142.452	8.8857	124.528	58.2	1337	.....	1085
April..	136.7	117.5	82.3	80	141.120	8.7562	119.791	57.7	1389	.....	1118
July...	134.6	116.6	82.4	80	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	80	150.245	9.2416	123.351	62.9	1303	.....	1229
1916											
Jan....	138.9	136.5	96.4	80	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	81	154.94	9.7753	125.090	67.8	1487	1362	1660
July...	150.2	149.1	106.4	82	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	82	140.83	9.9774	126.663	60.0	1605	1494	1544*
1918											
Jan....	172.0	174.5	123.6	89	150.20	10.9613	137.666	65.6	1677	1300	1502*
April..	179.1	190.5	134.2	94	164.61	11.7550	145.690	71.3	1878	1297	1493*
July...	178.8	191.1	130.5	97	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct....	187.2	208.7	141.5	108	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan....	205.1	225.1	159.3	122	208.88	13.7277	169.562	87.4	2049	1330	1525*
April..	228.7	244.5	173.0	139	262.50	14.5769	190.012	109.2	2049	1361	1587*
May...	240.0	246.0	175.0	147	288.16	15.1203	208.435	118.5	2089	1371	.....
June...	242.7	256.6	181.2	150	276.53	15.4680	211.585	114.2	2078	1441	.....
July...	242.6	254.4	176.9	151	265.20	16.0680	211.950	116.4	2083	1483	.....
Aug...	245.0	257.1	175.7	151	267.59	16.3985	218.779	117.9	2128	1517	.....
Sept...	243.2	256.1	176.4	149	276.80	16.6441	215.010	119.4	.....	1519	.....
Oct....	242.6	259.1	180.6	.....	280.205	16.9117	219.679	120.1	.....	.....	.....
Nov...	247.3	262.3	182.9	.....	276.804	17.0710	220.750	119.9	.....	.....	.....
Dec....	253.5	265.7	185.1	.....	279.248	17.5066	220.172	121.4	.....	.....	.....
1918											
Jan....	258.1	262.9	186.2	.....	278.696	17.9636	222.175	118.9	.....	.....	.....
Feb...	263.5	264.4	187.3	.....	286.844	18.0776	227.020	121.9	.....	.....	.....
March.	269.2	266.6	188.0	.....	286.430	18.0732	227.977	126.1	.....	.....	.....
April..	269.4	270.0	.....	.....	291.404	18.4656	230.313	130.5	.....	.....	.....
May...	275.8	.....	.....	.....	288.030	18.9133	226.665	125.7	.....	.....	.....

a July of each year. *b* Foods. *c* 1901-1900—. *Quarter beginning that month.

sale prices of the General Statistical Office reached 288.2 for December, 1917, as compared with 120.3 for the third quarter of 1914. The group index number of 20 foods reached 288.2 as compared with 114.1 in 1914, and 25 materials rose to 402.6 as compared with 114.1 in 1914.

FAIR WAGES CONTRACTS, MAY, 1918

DURING May the Department of Labour received for insertion in the *Labour Gazette* information relative to seven fair wage contracts, four of which were awarded by the Department of Railways and Canals and the remaining three by the Department of Public Works. All but one of the contracts contained the usual fair wage clause, a fair wage schedule being contained in the other.

DEPARTMENT OF RAILWAYS AND CANALS.—Manufacture and delivery of one standard 85 ft. through plate girder turntable at Fairview, N.S., for the Canadian Government Railways. Name of contractors, The Canadian Bridge Company, Limited, Walkerville, Ont. Date of contract, May 10, 1918. Amount of contract, $14,626.50.

DEPARTMENT OF RAILWAYS AND CANALS.—Erection of a modified No. 5 station building at St. Octave, Que., for the Canadian Government Railways. Name of contractor, Arthur L. Landry, St. Octave, Que. Date of contract, May 20, 1918. Amount of contract, $5,900.

DEPARTMENT OF RAILWAYS AND CANALS.—Erection of a mail baggage and express building at Sackville, N.B., for the Canadian Government Railways. Name of contractor, Peter G. Clark, Summerside, P.E.I. Date of contract, May 20, 1918. Amount of contract, $6,950.

DEPARTMENT OF RAILWAYS AND CANALS.—Construction of a timber guard for cribs 7 and 8 at Port Borden, P.E.I. car ferry terminals. Name of contractor Peter G. Clark, Summerside, P.E.I. Date of contract, May 20, 1918. Amount of contract, $2,860.

DEPARTMENT OF PUBLIC WORKS. — Restoration to wood roofs and general repairs to drill hall, Halifax, N.S. Name of contractors, Falconer and McDonald Halifax, N.S. Date of contract, April 22, 1918. Amount of contract, $19,971

DEPARTMENT OF PUBLIC WORKS. — Alterations and additions to public building, Farnham, Que. Name of contractor, S. P. Saxe, Brigham, Que. Date of contract, May 4, 1918. Amount of contract, $3,950.

The usual fair wage clause was inserted in the above contracts.

DEPARTMENT OF PUBLIC WORKS. — Structural steel work for new Government office building, Ottawa. Name of contractors, Dominion Bridge Company, Limited, Montreal, Que. Date of contract, May 15, 1918. Amount of contract, $334,650.

Trade or class of labour	Rate of wages Not less than the following rate:		
Carpenters	50c. per hour,	9 hours	per day
Concrete workers	35c "	9	"
Stonecutters	65c "	8	"
" planermen	65c. "	8	"
diamond saw	55c "	9	"
gang saw	55c "	9	"
Stone sawyers' helpers	45c "	9	"
Stone setters	65c "	8	"
Stone setters' helpers	40c "	9	"
Bricklayers	65c "	8	"
Hoist engineers	50c "	9	"
Mixer engineers	45c "	9	"
Derrick engineers	55c "	9	"
Blacksmiths	45c "	9	"
Steel erectors	45c "	9	"
Steel erectors, riveters	45c "	9	"
Riggers	45c "	9	"
Cement finishers	45c "	9	"
Asphalt workers	40c "	9	"
Sheet metal workers	45c "	9	"
Felt and gravel roofers	40c "	9	"
Electricians	45c "	9	"
Steamfitters	50c "	8	"
Plumbers	50c "	8	"
Marble setters	50c "	9	"
Tile setters	50c "	9	"
Plasterers', plain	55c "	9	"
Plasterers', ornamental	60c "	9	"
Metal lathers	55c "	9	"
Painters and glaziers	40c "	9	"
Ordinary labourers	35c "	9	"
Builders' and plasterers' labourers	40c "	9	"
Watchman for engines	40c "	12	"
Rock drillers	45c "	9	"
Tool smiths	60c "	9	"
Tool smiths' helpers	40c "	9	"
Masons' pointers	65c "	8	"
Driver with one horse and cart	$4.00 per day of 9 hours.		
Driver with two horses and wagon	6.75 per day of 9 hours.		

POST OFFICE DEPARTMENT.—The following is a statement of payments made in April for supplies ordered by the Post Office Department subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages and the performance of work under sanitary conditions:

Nature of Orders.	Amount of Orders.
Supplying new mail bags	$ 531.25
Repairing mail bags	4,075.91
Supplying mail bag fittings	4,174.20
Repairing post office scales	35.25
Supplying stamping material	1,396.37
Making and repairing rubber stamps	57.38
Making metal dating stamps and type and making other hand stamps and brass crown seals	480.95
Making and supplying articles of official uniforms; also cloth supplied for official uniforms	242.50
Repairing mail clerk's tin boxes; also supplying black face locks	149.15
Repairing miscellaneous articles of postal stores	45.50

FAIR WAGES ON PROVINCIAL PUBLIC WORKS IN MANITOBA

THE Manitoba Gazette of April 27, 1918, publishes new fair wage schedules for employees on provincial public works in the Province of Manitoba. These new schedules, which have been approved by the Minister of Public Works for the province, supersedes those which were put into effect on August 14, 1918. (See November, 1917, issue, page 935-7.) Under the new schedules the minimum rates per hour are increased in the case of nearly every trade, while the maximum hours remain practically the same as before. The schedules, which are to be effective from May 1, 1918, to April 30, 1919, are as follows

Fair Wage Schedule for Winnipeg

The following schedule shall apply to the City of Winnipeg and a radius of 30 miles therefrom:

	Minimum rate per hour	Maximum hours per week
1. Common labourers	30.	60
2. Builders' labourers (being those directly engaged and assisting tradesmen, not otherwise classified)	40c	60
3. Teamsters (employed directly from or on the building)	35c	66
4. Bricklayers	80c	44
5. Stone masons	80c	44
6. Marble setters	75c	44
7. Mosaic and tile setters	62½c	48
8. Terrazo workers	45c	54
9. Stone cutters—		
(a) Carvers	87½c	44
(b) Journeymen	75c	44
(c) Planermen and lathemen	60c	55
10. Plasterers	70c	44
11. Wood, wire and metal lathers	60c	44
12. Plumbers	65c	44
13. Steamfitters	65c	44
14. Operating Engineers on Construction—		
(a) Engineers in charge of machines having three or more drums	75c	60
(b) Engineers in charge of double drum machines	70c	60
(c) Engineers in charge of single drum and other machines used on construction	60c	60
(d) Firemen	42½c	60
15. Sheet metal workers	50c	54
16. Painters, decorators, paper hangers, glaziers	55c	50
17. Blacksmiths	55c	54
18. Electrical workers (journeymen inside wiremen)	55c	50
19. Structural steel and iron-workers	66⅔c	54
20. Asbestos workers—		
(a) Journeymen	60c	44
(b) 1st class improvers	50c	44
(c) 2nd class improvers	40c	44
21 Asphalters (including mastic and patent flooring and roofs)-		
(a) Finishers	40c	54
(b) Men engaged preparing, mixing and heating materials	35c	60
22. Carpenters—		
(a) Journeymen	60c	50
(b) Form carpenter or carpenters' helper	40c	60
(Men considered by employers to be qualified for a higher rate per hour than 40c on account of the class of work being performed to be paid not less than 60c per hour.)		

	Minimum rate per hour	Maximum hours per week
1. Common labourers	25c	60
2. Builders' labourers (being those directly engaged in assisting tradesmen, not otherwise classified)	35c	60
3. Teamsters (employed directly from or on the building)	30c	66
4. Bricklayers	80c	44
5. Stone masons	80c	44
6. Marble setters	75c	44
7. Mosaic and tile setters	62½c	48
8. Terrazo workers	45c	54
9. Stone cutters—		
(a) Carvers	87½c	44
(b) Journeymen	75c	44
(c) Planermen and lathemen	60c	55
10. Plasterers	70c	44
11. Wood, wire and metal lathers	60c	44
12. Plumbers	65c	44
13. Steamfitters	65c	44
14. Operating Engineers on Construction—		
(a) Engineers in charge of machines having three or more drums	75c	60
(b) Engineers in charge of double drum machines	70c	60
(c) Engineers in charge of single drum and other machines used on construction	60c	60
(d) Firemen	42½c	60
15. Sheet metal workers	50c	54
16. Painters, decorators, paper hangers, glaziers	50c	54
17. Blacksmiths	55c	54
18. Electrical workers (journeymen inside wiremen)	55c	50
19. Structural steel and iron-workers	66⅔c	54
20. Asbestos workers—		
(a) Journeymen	60c	44
(b) 1st Class improvers	50c	44
(c) 2nd class improvers	40c	44
21 Asphalters (including mastic and patent flooring and roofs:-		
(a) Finishers	40c	54
(b) Men engaged preparing, mixing and heating materials	35c	60
22. Carpenters—		
(a) Journeymen	55c	50
(b) Form carpenter or carpenters' helper	40c	60
(Men considered by employers to be qualified for a higher rate per hour than 40c on account of the class of work being performed to be paid not less than 55c per hour.)		

Province of Manitoba (exclusive of Winnipeg

The following schedule shall apply to any portion of the Province of Manitoba other than the City of Winnipeg and a radius of 30 miles therefrom:

Dated at the office of the Provincial Secretary, this twenty-sixth day of April, A.D. 1918.

J. W. ARMSTRONG,
Provincial Secretary.

WORKMEN'S COMPENSATION IN ONTARIO IN 1917

THE Report of the Workmen's Compensation Board of Ontario for 1917 covers the third year's operation of the Act and as was the case in 1916, a great increase in the work of the Board is shown compared with the previous year. The total amount of compensation awarded during the year 1917 was $2,913,085.81, $2,289,529.44 being in industries included in Schedule 1, and $623,556.37 in Schedule 2. These figures are only provisional, the final figures not being available. Compared with this, the total compensation during 1916 amounted to $2,011,468.94, $1,559,-759.01 being in Schedule 1, and $451,-709.93 in Schedule 2. The increase in compensation, and also the increase in amount of assessments, is said to be due to the increased rate of wages perhaps more than to the increase in industrial activity. Accidents are also no doubt more fully reported now than before. During 1917, compensation was paid for 28,702 accidents, of which 25,277 were in Schedule 1, 3,406 in Schedule 2, and 19 were Crown cases. During 1916, the total was 18,208, of which 15,370 were in Schedule 1, 2,825 in Schedule 2, and 13 were Crown cases. The total number of accidents of all kinds reported in 1917 was 36,514 as compared with 26,092 during 1916.

An amendment to the Wormen's Compensation Act went into force on July 1, 1917, under which workmen, whether disabled more or less than seven days, are entitled during a period not exceeding one month from the commencement of disability to the necessary medical and surgical aid and hospital and skilled nursing services. In the industries of Schedule 1, the costs of these service are to be paid out of the Accident Fund, and in the industries of Schedule 2, they are to be met by the employer individually. Pursuant to the terms of this medical aid amendment Act, a regulation was passed by the Board requiring all employers having more htan fifteen workmen usually employed to provide and have in charge of some suitable person a first aid kit, and requiring every employer with 300 or more workmen to provide at his factory or plant an emergency first aid room with necessary equipment and supplies in charge of a clerk, nurse, or other person who has taken a recognized course of study in first aid to the injured.

Notwithstanding the increased benefits that workmen now receive, it has been possible with the large contribution made by the Province toward expenses, to reduce the employers' rates of assessment. The average rate per $100 of pay roll for 1915 under the schedule as finally adjusted was $1.27, in 1916 it was $1.09, and the estimated average preferred rate for 1917 was 98 cents.

The following table shows the compensation awarded and estimated in industries in Schedule 1 during 1917:

Compensation paid other than pensions	$ 914,638.19
Transferred for pensions awarded	614,711.32
Compensation awarded—payments deferred	33,515.00
Compensation estimated for continuing disabilities	380,882.92
Compensation estimated for outstanding accidents	490,462.23
Total compensation for the year	$2,434,209.66

FATAL INDUSTRIAL ACCIDENTS DURING MAY, 1918

DURING May the Department received reports of the occurrence of 52 fatal industrial accidents, as compared with 49 in April and 69 in May, 1917. The Department is unable to secure reports of all fatal industrial accidents, but reports are received monthly from all available sources.

FATAL INDUSTRIAL ACCIDENTS, MAY, 1918

Trade or industry	Locality	Date	Cause of fatality
AGRICULTURE—			
Farmhand	Clinton, Ont.	May 26	Trampled by a bull.
Cattle driver	Toronto, Ont.	" 13	Struck by a train.
FISHING AND HUNTING—			
Fisherman	Prince Rupert, B.C.	" 8	Drowned.
LUMBERING—			
Sawmill employee	Fassett, Que.	" 30	Caught in shafting.
Sawmill employee	Pembroke, Ont.	" 4	Struck by a train.
Logger	Olson, B.C.	" 14	Crushed by logs.
Logger	Port Alberni, B.C.	" 14	Crushed by logs.
Logger	Flanders, Ont.	" 13	Drowned.
Riverman	St. Justine, Que.	" 2	Crushed by logs.
Rivermen..(4)	Mistigouche River, Que.	" 10	Drowned.
Riverman	Smoky Falls, Ont.	" 14	Drowned.
MINES, SMELTERS AND QUARRIES—			
Miner	Reserve, N.S.	" 2	Fall of rock.
Miner	Haliburton, Ont.	" 16	Explosion.
Miner	Copper Cliff, Ont.	" 2	Fall down chute.
Miner	Cardiff, Alta.	" 24	Explosion.
BUILDING AND CONSTRUCTION—			
Construction foreman	St. John, N.B.	" 30	Fall
METALS, MACHINERY AND CONVEYANCES—			
Metal worker	Montreal, Que.	" 23	Falling metal.
Shipyard employee	Port Coquitlam, B.C.	" 11	Fall.
Shipyard employee	St. John, N.B.	" 11	Fall.
Employee of steel plant	Sydney, N.S.	" 3	Mangled by machinery.
Employee of steel plant	Quebec, Que.	" 20	Falling pulley.
Employee of steel plant	Montreal, Que.	" 28	Fying piece of a wheel.
Employee of steel plant	Sault Ste Marie, Ont.	" 23	Struck by a machine.
Employee of steel plant	Sault Ste. Marie, Ont.	" 18	Runover by cars.
PULP AND PAPER—			
Paper factory employee	Toronto, Ont.	" 30	Crushed by an elevator.
Pulp mill employee	Port Arthur, Ont.	" 27	Electrocuted.
Pulp mill employee	Espanola, Ont.	" 13	Fall.
TEXTILES—			
Knitting mill employee	Paris, Ont.	" 30	Crushed by elevator.
Knitting mill employee	Listowel, Ont.	" 25	Electrocuted.
FOODS, TOBACCO AND LIQUOR—			
Cannery employee	Delhi, Ont.	" 2	Crushed by elevator.
Packing-house employee	Ingersoll, Ont.	" 16	Infection.
CHEMICALS AND EXPLOSIVES—			
Employee of explosive manufacturing plant	James Island, B.C.	" 20	Explosion.
Employee of explosive manufacturing plant	Nobel, Ont.	" 19	Explosion.
STEAM RAILWAY SERVICE—			
Fireman and brakeman (2)	Christie Lake, Ont.	" 4	Collision.
Fireman	Montreal, Que.	" 14	Struck by a train.
Sectionman	Alford, Ont.	" 17	Struck by a train.
Watchman	Revelstoke, B.C.	" 20	Struck by falling rock
Pumpman	Guelph, Ont.	" 7	Struck by a train.
ELECTRIC RAILWAY SERVICE—			
Brakeman	Preston, Ont.	" 17	Fall from cars.
PUBLIC UTILITIES—			
Electrician	Chatham, Ont.	" 21	Electrocuted.
Electrician	Capelton, Que.	" 8	Electrocuted.
Employee Power Commission	Healy Falls, Ont.	" 15	Fall.
MUNICIPAL EMPLOYMENT—			
Civic firemen (4)	Vancouver, B.C.	" 10	Collision of street car and motor fire truck.
Civic fireman	Vancouver, B.C.	" 15	Falling timbers.
MISCELLANEOUS—			
Janitor	Niagara Falls, Ont.	" 13	Hernia.

ANNUAL CONVENTION OF ONTARIO LABOUR EDUCATIONAL ASSOCIATION

THE sixteenth annual convention of the Labour Educational Association of Ontario was held in Niagara Falls on May 24-25. One hundred and sixteen delegates were present, a larger number than were expected in view of the 15 per cent advance on all railway fares and the fact that no special convention rates could be obtained. President Myland, of Peterborough, presided, and the delegates were welcomed by the Mayor of the city and officials of the local Trades and Labour Council.

The report of the Executive Committee referred to the instructions given to the Executive, by the last convention, to organize an active campaign in favour of independent political action on the part of labour in Ontario. These instructions had been fully carried out and had resulted in the formation of the Independent Party of Ontario, a healthy and growing organization, with a lecture bureau established and with branches in all sections of the province.

The Executive was warmly commended for its action in arranging interviews between the heads of departments of the Provincial Government and the representatives of various local unions who desired legislation in the interests of their trades, or for the correction of some abuse. These interviews had been held in the evening, when it was convenient for the representatives of the unions to attend without loss of time or the incurring of expense. Results had already been attained, and at the last regular interview held between the Government and the Ontario Executive of the Trades and Labour Congress of Canada, Premier Hearst had expressed himself as being strongly in favour of having these matters taken up with the heads of departments direct.

A recommendation of the Executive to the effect that the Association should form a bureau of labour statistics was not endorsed by the convention. It was thought such a project would result in much unnecessary labour and expense as the Federal Department of Labour spends thousands of dollars yearly in tabulating statistics similar to those outlined in the report.

The action of the Executive in its opposition to the importation into Canada of cheap Asiatic labour; and in cooperating with the municipalities in the interests of municipal ownership; and in protesting against the granting of charters and special privileges to railroad corporations was commended, and the incoming Executive was instructed to follow a similar line of policy.

One of the delegates referred to the opposition of the Hydro-Electric Commission to granting an eight-hour day and made the emphatic statement that public ownership may become as dangerous as private ownership if not wisely and equitably administered. Reference was also made to the fact that a publicly owned plant in Toronto had refused to accept the award of a board of investigation appointed by the Department of Labour; with the result that a strike had taken place. It was the opinion of the convention that labour should have direct representation on all Government bodies if public ownership was to be successful; and the motion that the incoming Executive be instructed to demand that direct labour representation shall be granted upon all public utility commissions was carried unanimously.

The recommendation of the Executive that the convention take steps towards the more thorough organization of the woman workers of the province

was strongly endorsed by the delegates and the incoming Executive was instructed to act with the least possible delay.

A resolution was passed asking the Dominion Government to offer financial assistance and protection to inventors desirous of giving the full benefit of their inventions to the public free from capitalistic control.

There was considerable discussion of a resolution to ask the Ontario Government to fix $7 a week as a minimum wage for girls under 17 years of age, and $10 a week for women over 17 years of age. The general opinion of the convention was that no girl nor woman in Toronto could live decently on such a wage, and the resolution was finally withdrawn.

During the proceedings the delegates were addressed by Mother Bloor, a noted organizer of women in the United States, and Mrs. Rose Henderson, of Montreal. Stratford was selected as the convention city for 1919, and the following officers were elected: President, James Marsh, Niagara Falls; Vice-Presidents, Dr. J. E. Hett, Kitchener; H. J. Everett, Cobalt; John Briggs, Hamilton; Chas. Lewis, Ottawa; Wm. Baxter, Kingston; Fred. Wanless, London; John Semple, Stratford; Secretary-Treasurer, Jos. T. Marks, Toronto.

RECENT LEGAL DECISIONS AFFECTING LABOUR

In suit for damages, plea that plaintiff elected to take award under Workmen's Compensation Act must be made before trial

A SWITCHMAN, in the employ of the Winnipeg Street Railway Company, was struck by an automobile when operating a switch and was seriously injured. He claimed compensation under The Workmen's Compensation Act, and was paid $301.45 for temporary total disability and $100.80 for medical and hospital fees. He then sued the owner of the automobile, who was driving it at the time of the accident. The defendant was aware of the claim having been made under the Workmen's Compensation Act, but neglected to raise the point until the trial, when he asked leave to amend by pleading that the plaintiff had elected to take compensation under the Workmen's Compensation Act, and had thereby lost his right of action at law. Leave to amend was refused by the Court on the ground that it was too late to raise this point during the progress of the trial. By the Motor Vehicle Act, the onus of proof that the damage suffered by the plaintiff did not arise through the defendent's negligence was cast upon him. In the opinion of the Court he failed to satisfied that onus, and the plaintiff was entitled to a verdict. In order to prevent any injustice to the defendant it was agreed that upon the street railway company filing an undertaking in writing not to make any claim upon the defendant for the moneys paid under the Workmen's Compensation Act to the plaintiff, the judgment would direct that the verdict and costs be paid into Court and thereafter to be paid out (1) In payment of costs; (2) To reimburse the company for the moneys advanced to the plaintiff as aforesaid; and (3) the balance remaining to the plaintiff. (*Manitoba.—Lechiw v. Sewry.*)

A switch light held not to be a "fixed signal" according to railway company's rules

A locomotive engineer, who was injured in a railway collision, sued the company under common-law, and was awarded damages by a jury, which found that the company was guilty of negligence, and that there was no contributory negligence on the part of the plaintiff. An appeal was taken by the Company to the Court of Appeal of Saskatchewan, but upon an

equal division of the Court, the appeal was dismissed with costs. The grounds of the appeal were that the rules of the Company forbid an engineer controlling a train from passing a fixed signal without knowing the colour of such signal, and having done so, he was therefore guilty of negligence. On the night of the accident the plaintiff took his train out of the Moose Jaw yards after receiving the signal that all switches were properly set. Owing to the stormy weather he failed to see the light on a switch stand a short distance from the yards, which indicated that the switch was set for a diverging track. Without the plaintiff's knowledge, the train was thus switched to the wrong track with the result that shortly afterwards a collision took place. The point at issue, therefore, was whether a switch-stand equipped with disc and lights was a "fixed signal," according to the rules of the company. Two of the judges supported the contention of the plaintiff that such switch stand is not according to the company's rules a "fixed signal," but merely a switch indicator. This view is supported by Rule 506, which recognizes a distinction between signals and switch indicators, and by the fact that a red light as a signal means "stop," but on a switch stand it merely means that the switch is set for a diverging track. In any event, whether the target of a switch is a target signal within the rules is a question of fact, which on being put to the jury by the trial judge was answered in the negative. On the other hand, it was held by the dissenting judges that the switch-stand in question complied with all the definitions of a target signal, and therefore came under the heading of a "fixed signal", and that this point involves the interpretation of the rules, which was for the judge to determine and should not have been left to the jury. (*Saskatchewan.—Walker v. Canadian Pacific Railway.*)

REVIEWS

UNITED KINGDOM.—Report of the Health of Munition Workers' Committee. Memorandum No. 21. An Investigation of the Factors Concerned in the Causation of Industrial Accidents. 1918. 46 pp.*

Causes of accidents in munition factories in the United Kingdom

A MEMORANDUM has been issued by the Health of Munition Workers' Committee of the British Ministry of Munitions, containing the results of an investigation of the factors concerned in the causation of industrial accidents conducted by H. M. Vernon, M.D. In the course of the inquiry about 50,000 accidents, which took place in four large munition factories, were analyzed. The various factors concerned in accident production are classified under two main headings, namely, factors of personal origin depending on the worker himself, and factors of external origin not directly under his control. These are further classified as follows:

Factors of personal origin: (1) Nervous and muscular co-ordination in relation to speed of production. (2) Fatigue. (3) Psychical influences. (4) Nutrition and alcohol consumption.

Factors of external origin: (5) Lighting. (6) Temperature, humidity and ventilation. (7) Defects of machinery, and absence of guards.

The relative importance of these factors in the causing of accidents are summarized as follows:

Speed of Production.—Output determinations at a fuse factory were made by measuring the excess electric power supplied to the various sections of the

*Reviews of previous reports and memoranda issued by the British Health of Munition Workers' Committee have appeared in the *Labour Gazette*, as follows: Report on Sunday Labour, January, 1916, p. 846. Report on Industrial Canteens, February, 1916, p. 950. Report on Juvenile Employment, November, 1916, p. 1791. Reprints of the Memoranda in Bulletin of United States Bureau of Labour Statistics, June, 1917, p. 502. Output in Relation to Hours of Work, August, 1917, p. 659. Industrial Efficiency and Fatigue, Reprints in Bulletin of United States Bureau of Labour Statistics, September, 1917, p. 763. Weekly Hours of Employment, January, 1918, p. 57. Health of the Munition Worker, a Handbook, February, 1918, p. 154.

works, and verifying the results by direct enumeration of the articles produced. The incidence of accidents showed a qualitative resemblance to the output variations, and it was concluded that varying speed of production is the factor largely responsible for the day shift variations of accidents in men, and not fatigue. The diurnal variations of accidents at the fuse factory generally corresponded with the output variations, as both rose to a maximum in the middle of the week and declined at the end of it. The monthly variations of accidents also corresponded with output variations, for the accidents increased gradually about 40 per cent, whilst the hourly output at the same time increased 30 per cent. At the other factories, where 6, 9.2 and 15 inch shells were made, there was very little hourly variation in the speed with which the operations on these shells were performed, and in correspondence therewith the hourly incidence of accidents incurred by the day shift was fairly steady.

Fatigue.—The influence of fatigue on accidents to women was strikingly shown at the fuse factory when the operatives were working a 12-hour day, or 75 hours a week. The women's accidents were two and a half times more numerous than in the subsequent 10-hour day period, but the men's accidents showed no difference. Also the women were treated for faintness nine times more frequently than the men and were given sal-volatile 23 times more frequently, whereas in the subsequent 10-hour day period they were treated for faintness and given sal-volatile only three times more frequently.

Psychical Influences.—At all the factories the night shift workers suffered fewer accidents than the day shift workers, the average defect being 16 per cent. This was not due to the output being smaller, as at the fuse factory it was distinctly bigger by night than by day. It was psychical in origin, and due to the night shift workers settling down to a calmer mental state than the day shift workers, and so becoming less careless and inattentive. The psychical factor is one of the most important in accident causation.

Alcohol Consumption.—Indirect evidence as to the effects of alcohol consumption on accidents was obtained.

Lighting.—Accidents due to foreign bodies in the eye were 7 to 27 per cent more numerous in the night shift than in the day shift, though all the other accidents were considerably less numerous. This was due to the artificial lighting, as the excess of eye accidents was most marked in the worst lit factory.

Temperature.—The temperature at the fuse factory was recorded continuously for six months by means of a thermograph. Accidents were at a minimum at 65-69 deg. F., and increased rapidly at higher temperatures and slowly at lower temperatures. Continuous records of the external temperature of the town in which the shell factories were situated showed that in all of them the accidents increased considerably as the weather grew colder, and diminished as it grew warmer. In one factory the women's accidents were nearly two and a half times more numerous when the temperature was at or below freezing point than when it was above 47 deg., whilst the men's accidents were twice as numerous.

With regard to the prevention of accidents, the view is expressed that they are very largely due to carelessness and inattention, and could be diminished by preventing the workers from talking to one another in the shops. It was found that women suffered twice as frequently as the men from sprains, and they were especially liable to wrist sprains at the fuse factory, as they had not sufficient strength to push home the clamping lever of the lathes. At the shell factories they suffered nearly four times more burns than the men, chiefly from hot metal turnings. The number of sprains could be reduced by alterations of machinery, and the burns by protecting the hands.

UNITED STATES.—Sickness Insurance or Sickness Prevention? Research Report Number 6. May, 1918. National Industrial Conference Board. Boston, Mass. 24 pp.

Need of sickness prevention by Government action

The National Industrial Conference Board, composed of representatives of 17 national industrial associations of the United States, has issued a strong appeal for a national policy aiming at the prevention of sickness, so far as possible, by action of the Federal Government, pointing out the advantages of preventive measures over insurance against sickness. Various statistics are quoted showing the nature of the problem and the need of some action being taken to improve the health of the community. Of 2,500,000 men examined for the National Army in 1917, 33 per cent were found physically unfit and were rejected. At least one per cent of the residents of the United States has tuberculosis in some form and a larger number have some organic affection of the heart. From 5 to 10 per cent of adult males are estimated to have syphilis, and the proportions of those affected by minor ailments and defects are higher still. At the National Conference on Industrial Diseases held in Chicago in 1910, it was estimated that a total of 284,750,000 days were lost through sickness in a year by the 33,500,000 men, women and children then engaged in gainful occupations in the United States, an average of eight and one-half days per worker. This is in agreement with the results of sickness surveys made by the Metropolitan Life Insurance Company among policyholders and others in various localities. If these surveys hold for the industrial population of the entire country, it is estimated that the present annual wage loss for 40,000,000 workers from sickness may be conservatively placed at from $500,000,000 to $750,000,000. A further industrial loss is due to the impairment of the efficiency of a large proportion of workers through various physical defects and ailments. Of 800 bakers examined in New York for the army and navy, 57 per cent had some disease or defect. Of a similar number of tailors the percentage was nearly 63. Of 203 printers and 1,600 food handlers, it was only a little below 70, and of a group of 2,086 male garment workers, practically all were affected by some disease or physical disability.

As to the efficacy of preventive measures in combatting sickness, the experience of recent years shows their value at least in the field of communicable diseases. Within a 40-year period the death rate from typhoid fever in many communities has dropped from 50, 75 or more per 100,000 population to 10 and in some communities to less than five. The death rate from tuberculosis, which in 1900 was over 200 per 100,000 population, has in recent years been cut to below 150. Many of the most prevalent diseases are attributable in part to over-indulgence in alcoholic liquors and to venereal infection. In these cases the opportunity for valuable preventive effort cannot be questioned. Enough has already been accomplished in the prevention of many industrial diseases to show the wisdom of more intensive prosecution of this work. With respect to physical disabilities, many can be entirely cured if taken in time, and a radical improvement is certainly possible in many other instances. To many diseases among workers of the larger industrial centres, overcrowding, poor ventilation and insufficient lighting are contributing factors, and such conditions are clearly preventable.

With regard to sickness insurance, it is stated that in the experience of foreign countries where it has been tried, it has failed as a preventive agency and has placed a premium on inefficiency and fraud. Official investigating commissions have been appointed in nine States of the Union to study sickness insurance, and there appears to be a disposition on the part of those investigating the problem to proceed cautiously.

As a practical step a recommendation is made that a thorough investigation

of the further possibilities of sickness prevention be conducted by some federal agency, possibly the United States Public Health Service, under the authority of Congress and with an appropriation sufficient to permit of thorough work and conclusive results. This Commission would take account of such problems as reduction in infant mortality; supervision of the health of school children, including treatment of various common defects; systematic instruction in personal hygiene, diet and living conditions; improvements in sanitation, housing and milk and water supply; extension of free hospital and free clinical agencies; treatment of feeble-mindedness and venereal diseases; and the effect of occupation on health of workers.

THE

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

The brisk demand for workers that prevailed during the month of May in practically all the industries was further accentuated during the month of June, more particularly in the mining and lumbering industries. There were some additions to the number of industries and occupations in which women were engaged.

There was a decrease, both in the number of disputes and in the time loss during June as compared with May. There were in existence during the month 26 strikes, affecting 11,105 workpeople and involving a time loss of 40,929 working days, as compared with 37 strikes, affecting 14,583 workpeople and 104,861 working days during May; in June, 1917, there were 27 strikes, affecting 12,420 workpeople and 240,260 working days. At the end of the month 10 strikes remained unsettled. There was a decrease of 24.2 per cent in the value of building permits issued as compared with May, and a decrease of 9.2 per cent as compared with June, 1917.

The average cost of the weekly budget of staple goods was $12.77 as compared with $12.66 for May, and $11.89 for June, 1917; in June, 1914, the average cost was $7.35.

The index number of wholesale prices was 280.6, as compared with 275.8 in May, and 135.3 in June, 1914..

Proceedings under the Industrial Disputes Investigation Act

During the month of June the Department received reports from five Boards of Conciliation and Investigation appointed to inquire into disputes affecting (1) the Pere Marquette Railway Company and its maintenance of way employees; (2) the Grand Trunk Railway and its stationmen; (3) the London Street Railway and its motormen, conductors and barnmen; (4) the Corporation of Winnipeg and its civic employees, and (5) A. Davis and Sons, Limited, of Kingston, and their leather workers; also a report from the Royal Commission appointed to inquire into the unrest existing in the coal mining, steel making and shipbuilding industries of Nova Scotia.

Ten applications for the establishment of Boards were dealt with during the month, and further appointments were made to Boards previously established.

* * *

Labour Organization in Canada, 1917

The seventh annual report on Labour Organization in Canada, containing statistics, etc., for the calendar year 1917, has recently been issued by the Department of Labour. The figures show that trade union membership in the Dominion has reached the highest point

recorded since the Department commenced the publication of these annual reports in 1911; the total numerical strength at the close of the year 1917 being 204,630, as compared with 133,132 in 1911. In all there are 1,974 local branch unions in Canada, of which 1,702 branches with a membership of 164,896 are affiliated with international organizations; 244 branches with a membership of 32,343 are connected with non-international bodies; and 28 unions with a membership of 7,391 are independent units. During the year the international local branches increased their membership by 35,773; the non-international bodies increased their membership by 9,459, but the independent units reported a loss of 1,009 members.

The majority of the international labour organizations operating in Canada have benefit features on a varying scale. The disbursements made on this account for 1917 in the United States, Canada and elsewhere amounted to $13,175,379, an increase of $675,251, as compared with the payments made in 1916. The amounts paid in benefits for the year 1917 by local branch unions in Canada to their own members amounted to $313,-116, an increase of $64,936, as compared with the payments for 1916.

The report follows closely along the lines of former reports on Labour Organization in Canada, the various phases of the schemes of organization which have been developed being given due consideration.

A chapter deals with the proceedings incident to the indictment by the United States Government of the Industrial Workers of the World. The action of several labour bodies in regard to conscription and other matters of interest to organized labour are also discussed.

The report serves as a directory of trade unions for the Dominion for 1918, including as it does particulars not only of every known local trade union in Canada, but also a list of all international and non-international central organizing bodies, together with the names and addresses of the chief executive officers.

Canada Food Board Regulations

On June 25th the Canada Food Board issued Order No. 50, requiring the partial use of substitutes for wheat flour in the production of bread and other bakery products whether for private consumption, or for sale, or to be served in a public eating-place.

The order provides that on and after July 1st every person in Canada who bakes for private consumption, bread, rolls, pastry or any other product in which white or standard flour is used shall use not less than one pound of substitutes to every nine pounds of white or standard flour. After July 15th persons baking for private consumption, east of, but not including, Port Arthur, are to increase the amount of substitutes used to one pound in four of flour. Bakers, confectioners, etc., are made subject to the same rule except in the case of the products specified in Food Board Orders No. 34 and 46, which made regulations as to quantities of substitutes to be used for wheat flour in baking and as to serving foods in public eating places. It is noted that the quantities of substitutes west of Port Arthur are too uncertain to set a date on which the use of substitutes to the same degree as in eastern Canada could be required. It is also provided that after July 15th dealers in food shall not sell to any person for private consumption east of Port Arthur any white or standard flour unless substitute in the proportion of one pound of substitutes to two pounds of flour are also purchased, except that west of and including Port Arthur the proportion of substitutes to be purchased is one in four. Dealers selling flour are required to have at all times a sufficient stock of substitutes to meet the demands of his customers at reasonable prices.

It is also provided that every baker shall place on each loaf of bread a label or sticker bearing his name and address and the words "Victory Bread", thus guaranteeing that the bread contains the prescribed amount of substitutes. No person is allowed to have in his posses-

sion or to sell bread, rolls, pastry, etc., which does not conform to this or any other order of the Canada Food Board.

The Order defines as substitutes for wheat flour, "pure and wholesome corn, oat, barley, rice, rye, buckwheat, tapioca, or potato flour, bran shorts, oatmeal, rolled oats, corn meal, cornstarch, hominy, corn grits, rye meal, rice, tapioca, or any mixture of same, and potatoes." Four pounds of potatoes will be considered equivalent to one pound of the other substitutes.

On July 13, the Board issued Order No. 55, postponing the putting into effect of certain clauses of Order No. 50. The use of a label is not to be required of bakers for the present, while the proportion of substitutes to be used by bakers and private persons in any bakery products containing wheat flour is to remain unchanged after July 15; that is, one pound of substitutes must be used for every nine pounds of flour, the increase in the proportion to one in four being deferred to a later date. Bakers are warned, however, that the use of a greater proportion of substitutes will be required at the earliest possible date. A change is also made in the proportion of substitutes required to be purchased for private consumption by persons residing east of Port Arthur, the proportion of one in four being continued instead of being increased to one in two on July 15th.

* * *

United States Child Labour Law Invalid

The Supreme Court of the United States has decided that the Federal Child Labour law is unconstitutional. (See issues of November, 1916, p. 1785; March, 1917, p. 182; and September, 1917, p. 664.) The law, enacted in 1916, forbade the shipment in interstate or foreign commerce of the products of all mines, factories, tanneries, workshops, mines and quarries employing children under conditions specified in the Act. It went into effect September last, and, when fully enforced, would have affected 250,000 children. This would still have left about 2,000,000 child workers in trades not subject to federal jurisdiction; but, by establishing a nation-wide minimum standard of protection and putting the authority of the federal government behind the principle of abolishing child labour, it was thought that the bill would eventually put an end to the exploitation of child workers.

The question to be decided by the Court was: whether Congress, in regulating commerce among the States, had the authority to prohibit transportation of goods produced in factories where children under 14 years had been employed; or children between the ages of 14 and 16 had been employed for more than eight hours in any day, or more than six days in any week. A majority of the judges decided that the necessary effect of the Act was to regulate the hours of labour of children in factories and mines within the States: a purely state authority. That the Act was contrary to the constitution, exerting, as it did, a power as to a purely local matter to which the federal authority does not extend. The Court admitted the general desirability of the end aimed at by the law, but stated that its own duty was to 'preserve inviolate' the constitutional limitations. It is now being suggested that the taxing power of Congress be used to stop child labour, by taxing heavily the products of concerns employing children. Another proposal is that a high license be required of all establishments where children are employed.

In reference to the decision of the Supreme Court, the Department of Labour in an official statement says:

Telegrams and letters have been pouring into the Children's Bureau from the mines, the mills, and the factories of the country asking whether in view of the Supreme Court's decision that the United States child labour law is unconstitutional, children can now be put on the long day. Some employers ask, "Can we now work children under 16 full time at night?" and others, "Are we allowed to work them in the mines?" In order that no time may be lost in getting the children back to work the re-

quest usually ends, "Wire reply collect."

* * *

Federal Aid for Education in the United States

The June, 1917, issue of the LABOUR GAZETTE (page 495) contained the text of the Vocational Education Act — known as the Smith-Hughes Act —passed by Congress last year; and the December, 1917, issue (page 955) contained a brief account of its administration up to that time. One of the results of this Act has been a stimulation of thought as to the possibility of establishing a system of federal aid to the States for the benefit of other phases of public instruction, and organized efforts to this end are continually being made. Last year a bill, known as the Hollis Bill, for the promotion of elementary education was introduced into Congress at the instance of the Committee on National Aid to Education. This bill provided for an initial appropriation of $50,000,000 to be increased annually until the maximum of $100,000,000 was reached, for the purposes of eliminating illiteracy, Americanizing immigrants and conducting rural schools. The bill, however, was not acted upon by Congress, and it is now proposed to submit a new bill drawn upon a broader plan. This new bill for the promotion of general education has been tentatively drafted by a committee of the National Education Association Commission on the National Emergency in Education, in co-operation with the National Child Labour Committee. It provides for an annual appropriation of $100,000,000, to be divided among the states as follows:

One-twentieth for the purpose of co-operating with the states in instructing illiterates in the common school branches, in citizenship and for definite vocations—to be allotted to the states in the ratio which the illiterate population 10 years of age and over of each state bears to the total illiterate population of the United States; and

One-twentieth for Americanizing immigrants through instruction in the English language, training in the duties of citizenship, and development of respect for law and order and an understanding of our civic and social institutions—to be allotted to the states in the ratio which the foreign-born population of each bears to the total foreign-born population of the United States; and

Five-tenths for equalizing opportunities for education by improving public elementary and high schools through the lengthening of the school term where it is now too brief; through standardizing, grading and supervising; through developing rural schools and providing thorough instruction—to be allotted to the states in the ratio which the number of teachers in the public schools in each state bears to the total number of public school teachers in the United States; and

Three-tenths for the promotion of physical education and recreation, medical examination of children of school age, employment of school nurses and instruction of the people in the principles of health and sanitation to be alloted to the states in the ratio which the total population of each bears to the total population of the United States; and

One-tenth for training teachers, particularly for the rural schools—to be allotted to the schools in the ratio which the number of teachers in the public schools in each state bears to the total number of teachers in the public schools in the United States.

* * *

Extension in the Employment of Women in Great Britain up to January, 1918

The June issue of the *Labour Gazette* of the British Ministry of Labour contains some information as to the extension in the employment of women between July, 1914, and January, 1918. The position as regards the employment of females in January, 1918, is summed up in the following table, which shows (a) the expansion in the employment of women

and girls since July, 1914, and (b) the extent to which women and girls are directly replacing men, according to the returns made by employers:

Occupation	Estimated number of females employed in			Direct Replacement of Men by Women	
	July, 1914	October, 1917	January, 1918	Numbers	Percentage of those employed in July, 1914
Industries	2,175,500	2,704,500	2,708,500	503,000	23.0
Government Establishments	2,000	213,000	209,500	197,000	8,470.0
Gas, Water and Electricity (Under local authorities)	600	4,600	5,100	4,000	722.5
Agriculture in Great Britain (Parmanent Labour)	80,000	87,000	74,000	31,000	39.3
Transport (excluding Tramways under local authorities)	17,000	94,000	93,000	78,000	460.3
Tramways (under local authorities)	1,200	18,200	18,200	16,000	1,370.0
Finance and Banking	9,500	68,500	70,500	57,000	603.8
Commerce	496,000	829,000	839,000	342,000	68.8
Professions	50,500	100,500	100,500	22,000	43.0
Hotels, Public-houses, Cinemas, Theatres, etc.	181,000	209,000	207,000	45,000	24.6
Civil Service, Post Office	60,500	107,000	108,000	53,000	86.8
Other Civil Service	5,000	75,000	81,500	70,000	1,410.0
Other services under local authorities	196,200	226,700	226,200	24,000	12.3
Total	3,275,000	4,737,000	4,741,000	1,442,000	44.0

It has, however, to be remembered in reading the table that it does not show the numbers now engaged in domestic service, nor take into account the large movement there has been from small dressmaking workshops and workrooms. It is estimated that the displacement from these two spheres of employment taken together amounts to 400,000 women. It has to be remembered, too, that figures relating to the number of women employed in such services as the Women's Royal Naval Service, the Women's Army Auxiliary Corps, the Women Police, and timber cutting under the Board of Trade, are not included, nor are they available; but some indication of the large numbers of women in these services may be gathered from the statement made in the House of Commons in February, 1918, that over 20,000 women had enrolled in the Women's Army Auxiliary Corps.

During the quarter ending January, 1918, the slowing down in the rate of increase of female workers which was apparent in the previous quarter has become more striking, and in the occupations enumerated in the table there has been a total increase of female workers of only 4,000, as against 48,000 in the previous quarter and 140,000 in the quarter April to July, 1917.

The increase in the number of women employed under the heading of Industries, though very small, is just sufficient to account for the total increase. In Government establishments there is an actual decrease, as also in hotels, public houses and restaurants, and in all forms of transport by land. There is also a seasonal decrease in agriculture.

* * *

Labour Jottings

Realizing the continued increase in the cost of living, the Consolidated Mining and Smelting Company of Canada recently decided to pay a war bonus to their employees at the Trail plant. For the month of May, 1918, each employee was to receive

a war bonus of 15 cents a day; and for six months, starting on June 1, 1918, each employee is to receive a bonus of 25 cents a day.

* * *

The Imperial Oil Company have called for tenders for the immediate erection of thirty modern houses for their employees in the city of Regina. The houses, when completed, will be rented at practically a nominal cost rental, just sufficient to pay for the investment; the idea being not for profit, but simply to secure housing accommodation for their employees. The houses will have from four to six rooms and about seven different designs will be used.

* * *

Three workmen at Welland were recently fined $20 each under section 499 of the Criminal Code, which declares it to be unlawful for a workman to quit work without notice, when his action in so doing is likely to involve serious financial loss. The men were engaged in furnace work in a steel plant and, when coming on night duty, refused to proceed with their work without an immediate increase in their wages. Refusing to let the matter stand until next morning they quit the job, thereby jeopardizing a valuable heat.

* * *

The Hon. T. W. Crothers, Minister of Labour, in writing to the general manager of one of the largest concerns in Canada in reference to its frequent labour disturbances, said: "My own judgment is (you will pardon me for stating it so frankly) that it is the duty of the employer himself to adopt such means as may be found necessary for the maintenance of peace and contentment among his workmen. The fact that many succeed in doing so is strong evidence that it is neither necessary or expedient that others should appeal to the Government for drastic action whenever any labour disturbance is impending. . . . Speaking generally, I have found working men reasonable and responsive to considerate, frank and fair treatment, but naturally they do not appreciate being entirely ignored concerning conditions — financial and otherwise — in enterprises in which they are engaged and this especially under war conditions with high salaries and large profits."

* * *

The United States Secretary of Labour in a recent article expresses the opinion that an increasing number of employers are coming to believe that a general recognition of the right of labour to act collectively will result in a better war organization and greater industrial efficiency. The last convention of the United States Chamber of Commerce went on record with a resolution urging employers to deal with organized labour and even encourage the unions, as the best safeguard against such agitation as that of the I.W.W.

* * *

The British Labour Gazette for May, 1918, gives some particulars respecting trade union membership at the end of 1916. The total membership of the 1,115 trade unions known to the Department of Labour was 4,399,696, showing an increase of 6.2 per cent over the previous year, and being the highest figure yet recorded. The increase in male members was 127,555, or 3.4 per cent; and in female members, 130,352, or 32.2 per cent.

* * *

To assist in meeting present shortage in unskilled labour in the United States, the Secretary of Labour has issued an order temporarily removing restrictions on the importation of Mexican labour to be used in agricultural pursuits, in railroad section maintenance, and in lignite coal mining. Mexicans so employed will be exempt from the head tax, literacy test and contract labour provisions generally imposed.

* * *

Employment of women conductors on the street railways of New York City is emphatically condemned in a recent report to the Department of Labour by Benjamin Squires of the Bureau of

Labour Statistics. The report says: "From the facts brought out, it must be evident to any thinking person that it is practically impossible to make the conditions of street railway employment even tolerably endurable to women employees, and that the operation of street cars is one of the last occupations into which women should be lured or forced."

* * *

The Bureau of Industrial Housing and Transportation of the United States Department of Labour will administer the expenditure of the $60,000,000 housing appropriation recently made by Congress. Ten million dollars of this amount will be used for the housing of Government workers in Washington and the balance will be distributed among the industrial centres in the States. The War Industries Board will co-operate with the Labour Department in its housing work.

* * *

In answer to enquiries as to the attitude of the United States Government toward Christmas buying, the Council of National Defence has issued the following statement: "Manufacturers and merchants are desirous to be advised at this time in order intelligently to plan for their Christmas stocks. Therefore the Council and Advisory Commission now announce that it is their belief that Christmas giving which involves the purchase of gifts should be discouraged as relieving to that extent the present heavy burden placed upon labour, transportation and other resources of the nation, and also as being in harmony with the previous announcement of the Council and Advisory Commission urging thrift and economy upon the country."

INDUSTRIAL CONDITIONS DURING JUNE, 1918

I.—GENERAL REVIEW

The Labour Market

Workers were in demand throughout the month in nearly all the industries, more especially in those of the East. In Nova Scotia and New Brunswick there was a constant demand for both skilled and unskilled labour. In a slightly lesser degree the same was the case in Quebec and Ontario. In the Western Provinces, however, the supply and demand became more nearly equal. In British Columbia, while there was plenty of employment offering, the demand for labour was practically reduced to the mining and lumbering industries. Farm hands generally were in demand throughout the country. Women were being employed to a greater extent in the cities, particularly in the cigar factories and in running elevators, while some employment was also given to women in drafting offices and aeroplane factories.

Some labour unrest prevailed at the Sydney and Westville steel plants which considerably reduced their output. Generally, however, the steel plants, machine shops and factories were well employed and in need of labour, except that in a few instances operations had to be curtailed owing to the shortage of material. There was a steady demand for machinists, tool-makers and sheet metal workers.

The boat, and ship building, and repairing yards throughout the country, with the exception of the shipyards at New Westminster and Victoria, were all actively engaged and in need of both skilled and unskilled labour.

In the food group the sugar refineries at St. John's and Vancouver were running steadily, but the refinery at Kingston was closed down. The flour, feed and cereal mills in the Maritime Provinces were very quiet and in some cases

practically closed down, but in Ontario they were quite active and in some instances advertised for more help. In some of the Western cities, however, the mills were rather quiet owing to the small supply of wheat available. The abattoirs and packing houses throughout the country were steadily employed. Employment was good in the aerated water plants, but quiet in the tobacco industry, and dull in the breweries and distilleries.

In the textile group there was much activity throughout the country.

The clothing establishments and laundries generally were active and in need of help, mostly female.

The pulp, paper and fibre industry was very busy, particularly in British Columbia, and the shortage of labour in this group was pronounced. It is predicted there will be a shortage of pulp before next spring.

The printing and publishing houses were well employed in the East, also in parts of British Columbia, and there was some demand for printers and compositors.

The sash, door and planing mills in Nova Scotia were working to capacity and there was activity in this group at New Westminster and Victoria.

In the leather group there was some increase in activity over the preceding month. Some shoe and shoe-parts factories reported a shortage of skilled help. The rubber plant at Toronto and Kitchener were very busy and in need of more girls and men.

The clay, glass and stone group, generally, was dull.

The paint and varnish factories generally were busy. The chemical plants were very busy, though, owing to the American embargo, some difficulty was experienced in obtaining material.

On the railways employment was steady, though the passenger traffic was less than is usual in the summer season; the repair shops were busy. Employment in 'longshore work was good, except at St. John's and Brockville where it was dull. Navigation was very active at Quebec, though there was a shortage of vessels. Inland navigation varied; Hamilton was busy with both freight and passenger traffic, but Brockville was quiet.

Metal mining was not so active as in the preceding month. The shortage of labour caused a decrease in the output of the Cobalt mines and at Fernie the ore shipments were very small. Lack of ships caused inconvenience to some of the mining operations on the West Coast. Considerable labour unrest prevailed at the Sydney coal mines, which had the effect of reducing the output. Miners were very well employed in the Calgary district, but in British Columbia mining operations were very much handicapped by the scarcity of skilled miners and drivers.

The lumbering industry was very active. Most of the sawmills were in full operation and there was a general demand for workers. The logging camps were all handicapped by the scarcity of labour, especially those in British Columbia.

Employment in the building trades, as indicated by the value of building permits issued in 35 cities, decreased 24.2 per cent as compared with May and decreased 9.2 per cent as compared with June, 1917. Reports from 16 cities, showing the number of civic employees temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks of June, indicated a very slight decrease in the number of workers and an increase of nearly 5 per cent in the wages paid.

Strikes

The loss of time on account of industrial disputes during June, was less than in May, and much less than in June, 1917. There were in existence at some time or other during the month 28 strikes, affecting 11,105 workpeople and involving a time loss of 40,929 work-

ing days; as compared with 37 strikes 14,583 workpeople and 104,861 working days in May; and 27 strikes, 12,420 workpeople and 240,260 working days in June, 1917. On June 1, there were on record ten strikes, affecting 6,012 workpeople. Eighteen strikes were reported as commencing during June, as compared with thirty-two strikes in May. Thirteen of the strikes commencing during June, and seven of those commencing prior to June, were reported terminated, leaving the following eight unterminated strikes, affecting approximately 352 workpeople, on record at the end of June; plumbers and steamfitters, St. John; metal polishers and buffers, Weston; machinists, Montreal; carpenters, Port Arthur and Fort William; painters and decorators, Calgary; machinists and toolmakers, Toronto; bakers, Vancouver, and knitting mill operatives at Toronto.

Prices

In prices the advance in meats continued, but there were declines in butter, milk, and potatoes. Eggs were slightly upward. The average cost of a family budget of staple foods in some sixty cities at the middle of June was $12.77 as compared with $12.66 for May, $11.89 for June, 1917, and $7.35 for June, 1914. In coal, wood and coal oil there were slight increases. In wholesale prices the Departmental index number was up to 280.6 as compared with 275.8 in May, 242.7 in June, 1917, and 135.3 in June, 1914. The chief increases for the month were in Fruits and Vegetables, Textiles, and in Fuel, the last due to a rise in the price of matches. There were slight increases in Metals and Implements, Building Materials, House Furnishings, Drugs and Chemicals, with decreases in Grains and Fodder, Animals and Meats, and Fish.

II.—THE INDUSTRIES AND TRADES

Metals, machinery, conveyances

Sydney reported the production of the Dominion Steel Company for June in tons as follows: pig iron 25,000; ingots, 29,000; billets and slabs, 24,000; rails, 13,000; merchant bars, 2,300; wire and wire products 170 tons. The decrease in the rail output was due to an accident to the machinery of the rail mill, and the reduction in wire was due to the making of rails. At the Sydney Mines plant the production of iron was 7,550 tons, and steel 11,000 tons; as compared with 8,800 tons of iron and 14,600 tons of steel last month. At Halifax the rolling mills, machine shops, electrical apparatus plants were all working to capacity, while the boat and shipbuilding yards were unable to handle all the repair work offered. At Westville the steel working plants operated only on a limited scale, owing to industrial disturbance. St. John reported that the rolling mills and iron works were steadily employed. The shipyard completed work on one schooner and laid the keel of another; the automobile works were well employed on repair work. Galvanized iron and sheet metal workers were reported to be scarce. Conditions at Moncton remained steady. Newcastle reported that the shipbuilding plants were giving a great deal of employment, while at Fredericton the machine shops and foundries were in need of more help. At Montreal the manufacturers were busy, despite some labour difficulties and the shortage of necessary material. Several new steel ships were completed and work on other steamers commenced. Some large orders for war material were received from the American Government. At Quebec several new ships were completed and the sheet metal trades were very busy. Sherbrooke reported architectural iron and steel, stationary and portable engines and boilers active. St. Hyacinthe reported the metals and machinery groups fairly busy, but with no demand for new hands. The Canada Iron Foundries

Limited, at Three Rivers, were very busy on a number of large castings and employed nearly 500 men. The shipyards at Three Rivers employed about 1,100 men on both steel and wooden shipbuilding. At Sorel and Richelieu the shipyards employed about 1,300 men and were paying wages of from $2 to $5 per day; the foundries were also very active. Toronto reported that the metal and machinery industries, generally, were working to capacity, except where operations were curtailed owing to shortage of material. Shipyards, steam engines and boiler plants, electrical, automobile and agricultural implement plants were all active and in need of skilled labour. Hamilton reported the machinery groups active with a shortage of labour in the stove and electrical apparatus plants. The metal working trades at Niagara Falls were very busy and in need of skilled help, while women were wanted in cutlery, plating and light metal ware factories. Brockville reported the machinery groups to be fairly well employed, while Kingston reported a slight decline in employment. At Belleville the Canada Steel Company was busy day and night manufacturing products of bar iron, for which there was a good demand. There was also a good business in automobile parts and electrical apparatus. At Peterborough the iron foundries were shut down for two weeks, but were very active after reopening: they have re-adjusted their wage scale. There was a steady demand for machinists and tool makers; the Canadian General Electric Company was working overtime. Galt, Brantford and Kitchener all reported the metals group active. Chatham reported a shortage of skilled help in the boiler and stationary engine plants, while the Gray-Dort Motor Company laid off about 70 hands temporarily owing to shortage of material. At Windsor the Canadian Steel Corporation worked to capacity and the automobile plants worked some overtime. The Canadian Roofing Company was very busy. At Owen Sound the machine shops were all short of skilled labour which affected their output. At Sault Ste. Marie the steel mills were working to full capacity day and night. At Winnipeg the automobile, cycle and motor engine firms reported business good, except that the Ford assembling plant had greatly reduced their staff. Regina and Moose Jaw reported activity in agriculture implements. Medicine Hat, Lethbridge and Calgary all reported the metal groups active. At Edmonton, the Western Foundry Company was in need of labour. Vancouver reported structural iron and steel work as quiet, but that the stationary and portable engines and boiler making plants were employing all men available. Boat and shipbuilding and repairing yards were very busy, with a shortage of labour. Steel metal work generally was inclined to be quiet, but employment remained steady. At New Westminster, shipbuilding was very quiet and more men were laid off during the month, but there was considerable activity in boat building. Machine shops were very busy and were unable to secure sufficient help. At Victoria work in the iron foundries was fairly brisk, but the wooden shipyards were quiet.

Foods, liquors and tobacco

Sydney reported the abattoirs, packing houses, baking and confectionery establishments active. At Halifax the bakers were very busy and in need of more help, while the aerated water and soft drink establishments continued to be very active. Westville reported that the feed and grinding mills were practically closed down during the month, owing largely to the high prices prevailing for cereals, etc. Soft drink manufacturers reported a great increases of business over last month. Truro reported the condensed milk factory worked full time. At St. John the Atlantic Sugar refinery ran setadily, while the bakers and confectioners reported business good under present conditions. The soft drink establishments and breweries both reported business increasing. At Moncton the flour and feed mill operated on a reduced scale, but the biscuit manufacturers

continued to employ their usual number of workers. Newcastle reported that practically no milling was done. Fredericton reported that the packing houses and flour mills were quiet. Quebec reported the abattoirs and bakeries quiet, and the breweries and distilleries very dull. At Sherbrooke the food groups including the breweries were active. St. Hyacinthe reported the biscuit factory worked overtime, but that the distilleries were very dull. At Toronto the flour mills, cereal factories, abattoirs and packing houses were in steady operation; fruit and vegetable canneries were increasingly busy and soft drink manufacturers reported trade improving. Breweries were quiet, but cigarmakers were fairly busy. Hamilton reported all the food groups as actively employed. Tobacco manufacturers were active and the breweries and distilleries were fairly well employed. At Brockville the food group was active and the Produce and Storage Company shipped large orders of condensed milk and cream to the Allies. The breweries and distilleries were practically idle. Kingston reported the flour and feed mills active; while at Belleville they were exceptionally busy, especially in the grinding of grain for feed. Fruit canning, with the exception of strawberries, had not yet developed fully. At Peterborough the flour, feed and cereal mills were all working overtime and the cheese factory was running to full capacity; cigarmakers were also busy. At Galt the flour mill worked day and night and were advertising for more help. At Brantford the flour mills were working day and night, and the soft drink manufacturers were very busy. Kitchener reported the flour mills running full time, but that the sugar factory was closed down. The rest of the food group, including the breweries, were busy. At Guelph and Stratford the flour and feed mills were very active, and in the latter town the abattoirs and meat packing houses were well employed. The Hunt Flour Mill Company at London ran their new mills at full capacity, and the biscuit factories were very busy and in need of more female help. The tobacco industry remained dull although thhe Tuckett Cigar Company re-opened their factory. At Chatham the flour mills reported business fair, but the sugar refineries were practically closed down. The abattoir and packing company closed down indefinitely at the middle of the month and laid off about 45 hands. Baking and confectionery trades were fully employed, but the tobacco industry was very quiet. Windsor reported the flour and feed mills very quiet, but the Postum Cereal Company had a very busy month. The butter factory was busy, the cigar industry fell off considerably; while the breweries and distilleries were practically idle. Winnipeg reported that the abattoirs and meat packing houses were active, and the creameries and dairies well employed. The confectioners reduced their staffs owing to the curtailment of the sugar supply. Vegetable canneries were active and in need of more help. Regina reported the flour mills running full time and the abattoirs well employed with an improved supply. The baking and confectionery business needed help. At Moose Jaw the flour mill only ran one shift owing to shortage of stock, but the abattoir was steadily employed. At Prince Albert the flour mills were rather dull owing to the irregularity of the wheat supply. The flour mills of Calgary slackened down owing to the small supply of wheat available, but the abattoir and meat packing houses were fully employed. The cigar factory was very dull. The Swift Canadian Packing Company at Edmonton reported that they had 500 employees engaged and that they were in need of further help. At Vancouver the flour, feed and cereal mills were all busy while the sugar refinery, abattoir and packing houses were steadily employed. The baking and confectionery trades were temporarily disturbed by industrial disputes. The opening of the fruit and vegetable canning season caused a demand for girl workers. The aerated waters and soft drink manufacturers reported the best season for years and breweries were turning to this

industry. At New Westminster the meat packing house was fully employed and some overtime was worked, while the vegetable evaporating plant was running double shifts. The cigar factories were very well employed and the breweries were running to full capacity. Victoria reported the fruit canneries busy, while the aerated and soft drink establishments were doing a record business; cigarmakers were dull.

Textiles, cordage and carpets

Halifax reported that the cordage company at Dartmouth was once more well employed in the manufacture of ropes, twine, etc. Stanfield's woollen mills at Truro shut down for two weeks, but later resumed work with a full staff. At Moncton the woollen mills and underwear factories were very busy. The new factory of the Maritime Linen Company had a number of looms in operation. Fredericton reported that the cotton mills were active. Montreal reported that the domestic manufacturers of cottons, hosiery and knitted goods all had large orders on hand, while the woollen mills had more orders than they could fill. Large orders for khaki cloth were received from the American Government. At Quebec the cotton factories were very busy, also the tent, awning and sail makers. At Sherbrooke the textile group was reported active. St. Hyacinthe reported the Penman's Manufacturing Company worked day and night and employed more than eight hundred hands. The Wabasso Cotton Company at Three Rivers ran full time with 1,200 hands. Difficulty experienced last month in getting additional help continued. Toronto reported that the textile industries were busy and that the knitted goods manufacturers had large orders on hand, also that the tent and carpet makers were well employed. Hamilton and St. Catharines reported the textile groups were active. At Brockville the tent, awning and sail makers were fairly well employed, while at Peterborough they were very active. The woollen mills at Peterborough worked overtime. Large orders had been received for khaki cloth for the United States; the carpet weavers were well employed. At Galt the woollen and cotton mills were very busy, but handicapped by the shortage of labour; the silk mills were also busy. All the textile group at Brantford was reported active. At Kitchener the hosiery and felt factories ran full time and the Dominion Twine factory was in need of additional labour. The woollen mills and hosiery and knitted goods factories at Guelph and Stratford were very busy and took on some additional female help; the carpet mills at Guelph were active. At London the Holeproof hosiery and the Peerless hosiery companies were very busy and offered bonuses to their employees for long service; the dyeing mills had all the work they could handle. At St. Thomas the Monarch Knitting Company was working to capacity. At Chatham the woollen mills were very active. Winnipeg reported that the bag manufacturers were rather slack and that the knitting factories were almost out of business owing to the embargo on wool. The tent and awning manufacturers, however, were busy. At Vancouver the tent, awning and sail making industries were fully employed, some difficulty being experienced in obtaining skilled help.

Clothing and laundering

Ready-made clothing manufacturers at Halifax worked to capacity with the hands available; there was a constant demand for experienced coat makers, both male and female. The steam laundries were working overtime. The ready-made clothing firms at St. John reported business good, while the steam laundries were busily engaged. Moncton reported that the hat and cap company worked steadily, while the tailoring, dressmaking and millinery establishments were all busy and were experiencing considerable difficulty in securing help; the laundries were all active. At Newcastle the tailoring establishments were not quite as well employed as during the preceding month. Montreal reported that the clothing manu-

facturers were well employed. Quebec reported that the women's whitewear factories and the laundries were active, but that the glove factories were quiet. Sherbrooke reported that the ready-made clothing establishments and the steam laundries, dyeing and cleaning establishments were all well employed. At St. Hyacinthe the clothing industry was very busy and advertising for more help, but at St. John's the Cluett-Peabody Company reported a quiet month. At Sorel and Richelieu the Popular Shirt Company and other similar concerns had several hundred men and women employed during the month. Toronto reported that the ready-made clothing workers, hat and cap workers and whitewear operators had plenty of employment, while female labour was greatly in demand. The steam laundries also reported a shortage of help. At Hamilton the clothing and laundering groups were all reported busy, with a steady demand for labour. Brockville and Kingston reported the clothing group active and the steam laundries very busy. Steam laundries, dyeing and cleaning establishments at Belleville reported an exceptionally busy month. Peterborough reported a general shortage of female help in this group. The ready-made clothing business at Galt was good, and at Brantford the overall, shirt and dress companies were very busy, as were also the steam laundries. At Kitchener there was a shortage of boys and girls in the button factories, of cutters and operators in the glove factories, and of female help in the dress factories. There was a shortage of female workers in the women's whitewear factory at Guelph; the hat factory was active. At London the Green Swift Company were busy on their fall clothing orders and the Helena Cloak Company needed more female help. The Peabody overall factory at Windsor ran full handed and required more female help; the button factory was quiet; steam laundries and dyeing and cleaning establishments were all busy. Owen Sound reported that the laundry business was entirely in the hands of the Chinese. At Winnipeg the laundries and dry cleaners were well employed with the usual staffs. The ready-made clothing manufacturers were rather quiet, while the shirt factories reported business as fair. Business at the cap factory was good and the staff was slightly increased. Glove manufacturers reported a shortage of raw material, though they are seeking operators and have taken on several inexperienced hands. The furriers were unusually busy, while in the whitewear concerns the business was normal. At Regina the steam laundries were running to full capacity, but at Prince Albert they were reported as quiet. Vancouver reported that garment workers in all lines were increasingly in demand and some difficulty was experienced by overall and shirt manufacturers in obtaining skilled operators. Steam laundries, dyeing and cleaning establishments reported business good. At Victoria the shirt and overall factories were very busy.

Pulp, paper and fibre

St. John reported that the pulp mill was steadily employed, and that quite a trade had developed in beaver board, large quantities of which are being used for finishing purposes. Newcastle reported that the pulp and paper mills continued to be well employed, with a scarcity of skilled labour. At the plant of the Bathurst Lumber Company it became necessary to employ female labour. Sherbrooke reported the pulp and paper mills active. At Three Rivers the Wayagamack Pulp and Paper Company made some reduction of staff during the month, but reported business as good. The E. B. Eddy Company at Hull reported that the paper making departments continued to be well employed. St. Catharines reported the pulp and paper mills and beaver board factories active. The pulp and wood pile of the Ontario Paper Company at St. Catharines was destroyed by fire, the estimated loss being $150,000. At Hamilton the felt and tarred paper concerns were well employed, but at Windsor they were rather

quiet. The pulp and paper mill at Port Arthur was in need of more men. Vancouver reported that the pulp and paper mills up the coast were running 24 hours a day and Victoria reported that they were working to full capacity.

Printing, publishing and paper

Halifax reported a shortage of compositors and operators in newspaper and job printing plants, and that girls were being tried out with varying success. The demand for paper boxes was good; Moirs' Limited were making additions to their factory, which when completed should double its capacity. Truro, St. John and Newcastle reported a shortage of skilled help. Montreal reported that the newspaper and job printing offices were employing all the available help in the city. At Quebec, newspaper and job printing offices and paper box factories were all busy. The binderies at Sherbrooke also were active. At St. Hyacinthe the paper box factory was fairly busy. Toronto reported the printing, bookbinding and lithographing establishments active, while employment in paper box factories was fair. At Hamilton this group was reported active in all its branches. At Niagara Falls the corrugated paper and box factory and printing offices were all busy. Brockville and Kingston reported the job printers active, and Belleville reported that the binding establishments were also well employed. Galt reported the printing business was not quite so busy, but that the paper box factory was advertising for help. The Hampel Box Company at Brantford reported a busy month. Kitchener reported that every printer and pressman in the district were steadily employed, and that the paper box factory was very busy. There was some demand for job hands at Woodstock. At London the lithographing and printing establishments were exceptionally busy, and in some departments were working overtime; printers were scarce. The bookbinderies at Chatham were exceptionally busy during the month. At Windsor the newspaper and job printing offices were busier than they have been for several months. At Winnipeg the publishing houses, binderies and paper box manufacturers all reported business about the same as usual. At Regina the printing houses and binderies were fully employed, but at Prince Albert, Medicine Hat and Lethbridge they were rather quiet. At Calgary the newspaper and job printing firms were fully employed, but at Fernie there was a slight falling off in business. Vancouver reported that the newspaper and job printers, also the binderies and engraving shops, were absorbing all the help available. At New Westminster the job printing offices were busier than usual at this time of the year. At Victoria they were reported as fairly busy.

Woodworking and furniture

At Halifax the woodworking factories continued working at full capacity, and at Sydney there was increased activity. At Amherst the sash, door and planing mills were exceptionally busy on outside orders. The sash, door and planing mills of St. John were working to capacity on out of town orders. The wooden box business was reported to be increasing, while the brush and broom factories were steadily employed, though short of labour. At Moncton the woodworking plants were not quite so busy as during last season owing to the slackness in building. The Moncton cooperage plant was also less busy than last year. At Newcastle the sash and door factories continued to work full time. Quebec reported the planing mill, sash and door factories active. Sherbrooke reported the sash, door and wooden box factories active, and the chair and organ factories fairly well employed. At Toronto the sash, door and planing mills were steadily employed; the wooden box makers were active; the furniture factories were fairly active, and the piano and gramaphone plants were busy, with a shortage of labour. Hamilton reported the sash, door and planing mills fairly well employed, and the rest of the woodworking

and furniture group active. At Niagara Falls and Brockville the sash, door and planing mills were fairly well employed. At Kingston the planing mills and broom factories were active, while the piano factory reported business as fair. The planing mills at Belleville were very busy, but the output of the furniture factories was affected by the scarcity of skilled workers. Peterborough reported the planing mills very active, and Galt reported the wooden box factories also active. At Brantford the piano case company was very busy. Kitchener reported sash, door and planing mills working full time and that the wooden box and furniture factories were in need of skilled and unskilled workers. Cooperage firms and wooden toy factories were very busy, but the broom factories reported business only fair. The piano and organ factories ran full time. Woodstock reported a shortage of bench hands and finishers in the furniture factories, also a shortage of skilled woodworkers and finishers in piano and organ factories. At London the wooden box company was exceptionally busy, and the barrel company worked at full capacity. The broom factory was burnt down, but is starting up again. At Chatham the wooden box factories were rather quiet owing to the closing down of the abattoir and packing houses. Windsor reported the sash, door and planing mills rather dull for the season of the year; the piano factory was also rather quiet. At Owen Sound the planing mills reported business better than last month, but still rather quiet. The sash, door and planing mills at Sault Ste. Marie were exceptionally busy owing to the increased activity in building. At Winnipeg the sash, door and planing mills reported business fair, while at Brandon and Regina they worked full time. Medicine Hat reported a slight scarcity of labour. The planing mill at Lethbridge was very active. Fernie reported that owing to flood conditions prevailing in the locality, there was a temporary cessation in work, but that towards the latter part of the month the sash and door factories and planing mills were well employed. At Vancouver the sash, door and planing mills and wooden box factories were running at capacity. There was a reduction in the number of brooms made, but the demand was steady. The manufacture of wooden toys, a recent industry in British Columbia, gave employment to a number of girls and women. New Westminster reported the sash and door factories working full time, with large orders ahead; also that the wooden box factories were working to capacity owing to the heavy demand for fruit and berry boxes. At Victoria the wooden box factories worked steadily on export orders.

Leather, boots, shoes and rubber

At St. John the boot and shoe factories gave employment to about 60 hands and the tannery business was reported good. Fredericton reported that the shoe factories and larrigan establishments were actively employed and that other workers were also busy. At Montreal the boot and shoe industry showed some improvement over the previous month, some orders having been received from the Government for army shoes; tanners had great difficulty in securing the necessary supplies. Quebec reported that the leather group was rather quiet, while at Sherbrooke it was reported as fair. St. Hyacinthe reported increasing activity in the leather groups, due to some large contracts for military boots having been secured. Three Rivers reported a slight improvement over previous months. At Toronto the boot and shoe and harness manufacturers had a busy month, while the rubber plants operated to capacity. At Hamilton the leather group was reported as active, and at St. Catharines the rubber footwear factories were well employed. The shoe-parts factory at Niagara Falls reported a shortage of female help. Kingston reported the boot and shoe factories fairly well employed, while the Davis Tannery Company was active. Belleville reported that while the Mackintosh Rubber Company had been dormant for some time

a resumption of work was expected in the near future. The shoe factories at Galt were slightly busier than in the previous month, and that owing to the shortage of help they were compelled to employ a few inexperienced hands. At Kitchener the boot and shoe factories were working full time; the trunk and bag factories reported trade very good, and both tanneries were running full time and in need of help. The Dominion Tire Company was very busy and short of help; this firm has again inaugurated the three eight-hour shifts instead of two twelve-hour shifts in the pressing rooms. The Kaufman rubber factories were very busy and in need of more girls and men. Guelph reported that the rubber tire and rubber goods factories were actively employed. At Stratford the tannery and harness makers were busy, while at Woodstock there was some demand for unskilled men in the tanneries. London reported the boot and shoe factories busy, and the tanneries, harness and other companies very busy. St. Thomas reported a scarcity of skilled shoe workers. At Windsor the trunk and harness manufacturers were quiet. At Winnipeg the trunk, bag, harness and horse goods factories had a fairly busy month. At Brandon the tanneries were fairly well employed, but the trunks and horse goods manufacturers were busy. Calgary reported the trunk, harness and horse goods workers fully employed. Vancouver reported the boot and shoe factories busy.

Clay, glass and stone

St. John reported the cut stone and granite business improved during the month owing to street paving being carried on. At Moncton the Humphrey's glass works closed down for two weeks for repairs and additions. At Frederiction the cut stone and granite workers were rather quiet, but the brick makers were well employed. At Quebec the cut stone and granite cutters were dull, while at Sherbrooke the brick makers were also quiet. St. Hyacinthe reported that the stone and granite cutters were quiet, but that the brick makers were active, and that the limekilns were in full operation. At St. Johns the Standard Clay Products Co. worked full time. Hamilton reported the stone, granite, brick, cement and glass groups as all being active, with a demand for labour in the pottery and porcelain business. Kingston reported the cut stone and granite business dull; but at Galt the stone cutting and allied trades were all reported as active. At Brantford the brick yards were running full time. At Kitchener the marble cutters and monument makers were fairly busy but the brick and tile makers were rather dull. At Stratford the brick, tile and sewer pipe workers were all busy. The brick yards at London were all dull; the Waide Brothers Company are making tile this year instead of brick. At Chatham the brick makers reported trade very quiet but the cement block and tile plants were very active. Windsor reported that cement block and granite faced block workers were dull. Sault Ste. Marie reported greater activity among the brick making concerns. The brick yards at Brandon remained closed down. Regina reported the cut stone and granite workers employed full time. At Medicine Hat the brick and tile plants reported business brisk, with difficulty in securing sufficient help; the stoneware industry continued normal. At Lethbridge, brick making was carried on to a limited extent in the common stock brick. At Vancouver the cut stone and granite workers were quiet. Victoria reported that the cement works at Todd Inlet resumed operations, a considerable number of men being employed; the pottery and tile business was reported quiet. At Nanaimo the brick yards were closed down.

Paints, oils chemicals, explosives

Newcastle reported that the Miller Extracts Limited, manufacturers of tanning extracts, were well employed. Quebec reported the cartridge and ammunition factories very busy. Sherbrooke reported gun powder, acids, extracts, drugs and medicines well

employed. Three Rivers reported the paint shops of Red Mills busy. At Toronto the paint and varnish factories were active; the chemical works had plenty of business, but owing to American embargos had much difficulty in obtaining material. Hamilton reported the chemical and explosive groups active. At Brantford the Scarfe Varnish Company reported a very busy month, while the Canada Glue Company was working day and night. At Windsor the Standard Paint and Varnish Company were busy the earlier part of the month, but became a little slack towards the end of the month; the soap and perfume companies were both busy and required additional female help. The formation of a company to manufacture aniline and other dyes has been completed by Hiram Walker and Sons, distillers, of Walkerville: they will also build a factory at Walkerville to manufacture tulol. Sault Ste. Marie reported that the two large chemical plants were running day and night. At Regina the oil works were running full time, but with a decreased staff; the soap works were running full time, after having received a supply of oils, of which they were very short. Vancouver reported the petroleum refinery normally and the paint manufacturers were busy. At Victoria the paint and soap factories were busy on local and out of town orders.

Railways, shipping and 'longshore work

Earnings of the Canadian Pacific Railway during May were $13,314,116, as compared with $14,355,149 for the same month in the previous year. At Halifax the street railway company were forced, owing to the shortage of motormen and conductors, to reduce the number of cars; women conductors were being employed to some extent. 'Longshoremen were as busy as is usual at this time of the year; transfers and garages had a very busy month. Truro reported a shortage of railway workers. St. John reported considerable traffic in the freight and passenger departments of the steam railways, and the railway repair shops were kept busy; but 'longshore work was dull. Newcastle reported all classes of rail transportation busy; but that, with the exception of tug boat men, marine workers were dull, due to the scarcity of tonnage. Montreal reported that the steam railroads did a capacity freight business, as well as a considerable amount of passenger traffic; the railroad repair shops were busy. The street railway employees had an increase in wages of approximately 22 per cent. 'Longshoremen were busy. At Quebec the stream railways were very busy handling freight, but the passenger traffic was less than is usual in the summer season; street railway employees reported a quiet month; navigation was very active, with a shortage of vessels to meet the demand. Sherbrooke reported steam and electric railways and railway repair shops active. Toronto reported that the steam and street railway employees were active, and that the railway repair shops had plenty of work; the street railway company were making preparations to employ women as conductors. 'Longshoremen were fairly well employed. Hamilton reported that the steam railways were doing a capacity business and that the inland navigation lines were all active, both with freight and passenger business. Brockville reported that navigation, including 'longshore work, was rather quiet, owing to the small quantities of coal arriving. At Kingston the railway repair shops were busy, while a considerable number of men were employed at 'longshore work. Belleville reported that the railways were busy and that considerable freight was shipped by water during the month. At Kitchener the steam railways reported a slight falling off in passenger and freight traffic, but the electric lines reported business better than in the previous month; garages were very busy. At London the street railway company were busy owing to summer traffic; an increase in pay was awarded to all their employees. The Grand Trunk car shops were busy and employed some female help. St. Thomas

reported a decided falling off in the business done by local railroads compared with the previous month, and in the early part of the month a considerable reduction was made in the number of crews, but towards the close some of these crews were re-instated. At Winnipeg the railroad shops were steadily employed; the demand for experienced men in railroad and contract shops was pronounced. The machinists went out on strike on the 21st of the month. The street railway company reported an increase in business due to the summer season, but that no difficulty had been experienced in getting a sufficient number of men. Brandon reported that the steam and street railway workers were fairly well employed, but that the railway repair shops were dull: the garages were busy. At Regina the street and electric railways reported an improvement in business, while the railway repair shops were busily employed. At Moose Jaw there was a walkout in the Canadian Pacific Railway repair shops in sympathy with the employees of the Winnipeg shops; the men returned to work, however, in a few days. At Medicine Hat, the Canadian Pacific Railway reported a continued scarcity of unskilled labour. Lethbridge reported the street railway as fairly busy. At Calgary the three local railroads were fully employed with transportation and shipments. New Westminster reported that business on the street and electric railways was exceptionally good; and the railway repair shops were very busy. Victoria reported that tourist traffic on the railways and steamships was not as brisk as in former years.

Mining

Sherbrooke reported chrome iron, copper, and asbestos mining active, with a shortage of labour in all three branches: the mills and concentrators were active. The granite quarries were quiet, due partly to a shortage of men, but the gravel pits were actively employed. The Cobalt mines continued to suffer from a scarcity of labour. During June a total of 42 cars, containing 3,280,017 pounds of ore were shipped; as compared with 53 cars, containing 4,084,150 pounds in May. Bullion shipments in June were 418,689 ounces of silver, as compared with 690,762 ounces in May. At Porcupine the Hollinger Consolidated and the McIntyre-Porcupine mines produced the usual amount of gold, but the Porcupine V.N.T., discontinued mining operations during the month preparatory to closing down its mill. At Kirkland Lake, the Lake Shore mine produced $43,000 in gold. The construction of a 150-ton mill is proceeding; this will make the fourth mill in the district. Sault Ste Marie reported the Michipicoten, Helen and Magpie iron mines were running day and night, and that miners were in demand. Fernie reported that in the East Kootenay district there was a decrease in ore shipments during the month. The shipments for the month were: Sullivan mine 963 tons; St. Eugene mine, No. 2, 33 tons. At Rossland the gold mines continued to be closed down. At Trail only one copper furnace was running, but the lead furnaces and refineries employed about 1,100 men as usual. At Nanaimo the quartz mines were very quiet.

Sydney reported the output of the Dominion Coal Company as 275,000 tons: against 293,000 tons in May. The output at Sydney Mines was 42,800 tons; compared with 45,000 tons last month. The coke output of the Sydney Mines was 8,950 tons with 185 ovens in operation; and of the Dominion Company 42,000 tons with 540 ovens in operation. Westville reported that the coal companies operating in that district all worked steadily and that the output from the Acadia Coal Company's Albion mine was being gradually increased. The Drummond Company worked full time, raising 700 tons per day. Fredericton reported that there was increased activity in the Minto coal mines during the month. Lethbridge reported coal mining very active with a constant demand for more miners. Calgary reported that the coal mines of the district were being gradually worked to a greater capacity,

and that additional men were employed during the month. Fernie reported a continued activity in coal mining and coke manufacturing, despite the shortage of labour. Nanaimo reported that the coal mines on the Island were working to their capacity, but were very short of labour, especially skilled miners and drivers.

Building and Construction

Sydney reported that building and construction continued to be dull. Halifax reported that apart from repairs to damaged buildings and erection of houses to replace those totally destroyed no new work was being undertaken, but help of all kinds was in demand. Westville reported that the building trades were dull. Truro reported that carpenters and painters were all busy and in need of skilled help. Moncton reported that with the exception of the work on the Brunswick hotel building, building operations were very quiet and attributed this to the high prices of material and the scarcity and increased cost of labour. At Fredericton the building trades were well employed and there was some demand for masons, carpenters, bricklayers and painters. Quebec reported that building was practically confined to repairs, but that it was difficult to secure sufficient labour to meet the small demand. Sherbrooke reported the building trades fairly well employed. At Ottawa there was a steady demand for labour, more particularly unskilled, in building operations. Toronto reported that many dwellings were in course of erection, but that there was comparatively little construction of large buildings. The building trades at Hamilton and Niagara Falls were well employed, mainly upon dwellings. Brockville and Kingston reported the building trades quiet, but Belleville reported a falling off in employment on dwelling houses. Peterborough reported a considerable increase in the amount of building going on; the Peterborough Canoe Company are re-erecting their plant, which was destroyed by fire last winter. Brantford reported that the building trades were well employed. Guelph and Woodstock both reported building and construction dull. At London conditions were very dull. St. Thomas reported a decided improvement, although the work done was principally on repairs, but Windsor and Owen Sound reported that practically no building had been done. Sault Ste. Marie reported conditions in the building trades had slightly improved. Winnipeg reported that there was sufficient work to accommodate the number of men available. At Brandon employment in the building trades was somewhat steadier and wages were slightly higher than in the previous months. Regina reported that the erection of dwelling houses and commercial buildings had increased considerably and that there was a demand for labour, expecially carpenters. Moose Jaw reported that there was some difficulty in securing the labour necessary for the small amount of building that was going on. At Prince Albert the building trades were well employed. Medicine Hat reported considerable activity both in dwelling houses and industrial buildings. Vancouver reported that the building trades, although quiet, absorbed all the labour available. At New Westminster building was practically at a standstill. Nanaimo reported that with the exception of the houses being erected by the Granby Mining Company, that practically no building was going on.

Lumbering

Westville reported that notwithstanding the high prices for stock (scantling and rough boards selling for from $32 to $38 per M.) the lumbering business continued to be active, and that large shipments were made in all grades. At St. John the saw and shingle mills were all running steadily. Newcastle reported that heavy rains, during the latter part of the month, brought into safe waters many drives that had been hung up, and that all the local mills that are going to cut this season, were in operation, and working short handed. At

Fredericton the lumber mills were running at full capacity. Quebec reported that in the outside lumbering industry drives were nearly finished; these were effected easily on some rivers and with difficulty on others. Outside sawmills began their season's cut, which will be very much inferior to those of preceding years. Sherbrooke reported the railway tie camps were quiet, but that saw and shingle mills were fairly well employed. Peterborough reported that the sawmills were working to full capacity, but that as logs were rather scarce, they did not expect to have a long season. Owen Sound reported that a supply of logs had arrived and that the sawmills were in operation. At Sault Ste. Marie the sawmills were all busy and in need of more men. At Port Arthur and Fort William there was a general demand for labour in the sawmills. At Prince Albert the Big River sawmills were operating full time and expected to cut a large amount. Calgary reported that there was still a fair demand for men in the lumber camps and sawmills. The lumbering industry at Vancouver was very busy in all its branches, and skilled men were very scarce. New Westminster reported that the saw and shingle mills were all running to full capacity. Nanaimo reported that the logging camps in the district were working steadily, but could not get sufficient men. The same applied to the sawmills, but the shingle mills were quieter. Logging operations in the vicinity of Victoria were active, particularly in the cutting of spruce, owing to the great demand for this wood in building aeroplanes; the general demand for lumber, largely of an export character, continued to be good.

Fishing

Sydney reported the catch of herring as fair and of lobsters as good; but that cod, haddock and halibut was scarce; while the catch of mackerel amounted to only ten per cent of that of June, 1917. The month was very stormy and the fishermen lost heavily in gear. St. John reported that the sardine factory of the Booth Fisheries Limited will be in operation by July 1. This factory will employ about 60 men and 120 girls. Three Rivers reported that with the exception of a few good catches of shad, there was very little fishing done in the district. Vancouver reported that fishermen were very busy and that better weather generally had resulted in heavier catches, though high winds at night had been more frequent than usual and had interfered periodically with the industry. The fish canning industry was also reported very busy. New Westminster reported that salmon fishing was temporarily at a standstill, and that indications were that only a small number of fishermen would be on the river when the season opens. One of the herring canneries was fully employed and several other canneries were preparing to start operations. Victoria reported that owing to better weather conditions the catch of whales had shown considerable improvement during the month.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING JUNE, 1918

DURING the month of June the Department received reports from five Boards of Conciliation and Investigation appointed to inquire into disputes affecting (1) the Pere Marquette Railway Company and its maintenance of way employees; (2) the Grand Trunk Railway and its stationmen; (3) the London Street Railway and its motormen, conductors and barnmen; (4) the Corporation of Winnipeg and its civic employees, and (5) A. Davis and Sons, Limited, of Kingston, and their leather workers; also a report from the Royal Commission appointed to inquire into the unrest existing in the coal mining, steel making and shipbuilding industries of Nova Scotia.

Ten applications for the establishment of Boards were dealt with and further appointments were made to Boards previously established.

Applications Received

An application was received from the employees of the Canadian Pacific Railway Company, B. C. Lake and River Service, Nelson, B.C., members of the National Association of Marine Engineers of Canada, for a Board to deal with a demand for increased wages. Pending the result of resumed negotiations looking to a settlement of the dispute, no Board was established.

An application was received from the British Columbia Electric Railway Company, operating at Vancouver, Victoria and New Westminster, for a Board to deal with a dispute between the company and its employees concerning a demand for increased wages and changes in working conditions. A Board was established as follows: Honourable Mr. Justice W. A. Macdonald, chairman, appointed by the Minister in the absence of a joint recommendation, and Messrs. Frederick Buscombe and Thos. J. Coughlin, nominees of the company and the employees respectively. All the Board members are residents of Vancouver.

An application was received from the employees of the Winnipeg Electric Railway Company, members of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers, concerning the alleged dismissal of certain trackmen on account of their connection with the union, and a demand for their reinstatement with full pay for time lost. Shortly after the receipt of the application a message from the employees' representative requested a stay of proceedings, and action was accordingly stayed. It is understood the company and employees effected an agreement.

An application was received from the telegraph operators of the Canadian Pacific Railway, members of the Commercial Telegraphers' Union of America, for a Board to deal with a dispute regarding proposed amendments to the existing wage schedule and rules. A Board was established as follows: Mr. W. N. Tilley, K.C., of Toronto, and Mr. David Campbell, K.C., of Winnipeg, appointed on the recommendation of the company and employees respectively. Shortly after the close of the month the Minister appointed His Honour Judge Scott, of Perth, Ont., chairman, in the absence of a joint recommendation.

An application was received from the British Columbia Electric Railway, operating at Vancouver, Victoria and New Westminster, for a Board to deal with a dispute as to wages and working conditions. A Board was established as follows: Honourable Mr. Justice W. A. Macdonald, chairman, and Messrs. Frederick Buscombe and Thos. J. Coughlin, nominees of the company and employees respectively.

An application was received from the employees of the Grand Trunk Pacific Railway, members of the Canadian Brotherhood of Railway Employees, for a Board to deal with a dispute concerning wages and working conditions. The application was under consideration at the close of the month.

An application was received for a Board to deal with a dispute between various employers concerned in water transportation between British Columbia ports and American ports in Puget Sound and Alaska, and certain of their employees, being masters and mates, members of an organization known as the Canadian Merchant Service Guild. The application was received from the employees and stated the cause of the dispute to be in regard to wages and working conditions. There being numerous employers who were not joined as one the dispute was not within the Industrial Disputes Investigation Act; it was therefore decided to have the dispute dealt with by a Commission.

The Western Power Company of Canada, Limited, made application for a Board to deal with a dispute between the company and its employees, members of Local Union No. 213 of the In-

ternational Brotherhood of Electrical Workers, concerning wages and working conditions. A Board was established as follows: His Honour Mr. Justice W. A. Macdonald, chairman, appointed on the recommendation of the other two nominees, and Mr. Frederick Buscombe and Mr. Thomas J. Coughlin, appointed on the recommendation of the employers and employees respectively.

An application was received from the employees of the York Knitting Mills, Limited, of Toronto, members of Local Union No. 1063 of the United Textile Workers of America, for a Board to deal with a dispute concerning wages and union affiliation. The dispute did not fall within the scope of the statute, the work on which the employees had been engaged not being war work.

An application was received in connection with a dispute between Fraser, Brace & Company, Limited, Montreal, and its employees engaged in shipbuilding, concerning wages and working conditions. No Board was established at the close of the month, pending direct negotiations between the parties concerned looking to adjustment of the dispute.

Other Proceedings under Act

During June the Honourable Mr. Justice W. A. Macdonald, of Vancouver, was appointed chairman of the Board established to deal with the dispute between the Canadian Pacific Railway and its dining car employees running between Calgary and Vancouver. The appointment was made by the Minister in the absence of a joint recommendation from the other Board members.

During June Messrs. Frederick Buscombe and James H. McVety, of Vancouver, nominees of the employers and employees respectively, were appointed members of the Board established to deal with a dispute between the Vancouver Gas Company and its employees.

A Board was established during June to deal with a dispute between the Corporation of Victoria and its civic employees, as follows: Mr. W. E. Burns, Vancouver, chairman, appointed by the Minister in the absence of a joint recommendation, and Mr. R. F. Taylor and Mr. James Dakers, of Victoria, nominees of the employers and employees respectively.

During June His Honour Judge R. Ruddy, of Whitby, Ont., was appointed chairman of the Board established to deal with a dispute between the Toronto Railway Company and its machinists. The appointment was made by the Minister in the absence of a joint recommendation.

Report of Board in Dispute between the Pere Marquette Railway Company and its Maintenance-of-way Employees

A REPORT was received from the Board of Conciliation and Investigation appointed to deal with the dispute between the Pere Marquette Railway Company and its maintenance of way employees, numbering 150, concerning wages and working conditions. The Board was composed as follows: His Honour Judge Dromgole, of Sandwich, chairman, appointed by the Minister in the absence of a joint recommendation from the other Board members, and Messrs. R. L. Brackin, of Chatham, and J. G. O'Donoghue, of Toronto, appointed on the recommendation of the company and the employees respectively. The award was unanimous and contained a proposed schedule of rules and rates of pay, which the employees expressed their willingness to accept.

Report of Board

The Honourable,
the Minister of Labour,
Ottawa.

Sir,—

The undersigned, a Board constituted under the Industrial Disputes Investigation Act, to inquire into the differences existing between the Pere Marquette Railway Company and its employees, being members of the International Brotherhood of Maintenance of Way Employees, met at Chatham on Monday and Tuesday, the twenty-seventh and twenty-eighth days of May, 1918, for the purpose of carrying on the investigation.

The following appeared on behalf of the company: H. A. Cassel, engineer, maintenance of way; R. S. Black, superintendent, and Hy. Morris, roadmaster.

The representatives of the employees were: Alphonso Allen, chairman; Stephen Tilley, secretary; Henry McLaughlin and Arthur Mancell, members of committee; H. V. Turnbull, representative of the Brotherhood.

The matters in dispute were very fully enquired into, all parties manifesting a spirit of fairness and conciliation that made the work of the Board far from arduous. The parties were not able to agree, but the Board has much pleasure in recommending the adoption of the following schedule:

PERE MARQUETTE RAILWAY COMPANY

RULES AND RATES OF PAY.

Section Foremen and Section Men in Canada.

Effective January 1, 1918.

The following rules and rates of pay will govern the service of "permanent maintenance of way employees" on the Canadian lines of the Pere Marquette Railway Company:

SECTION 1.

By "permanent maintenance of way employees" is meant employees who take their orders from the road masters and bridge and building master on such parts of the line as are open for traffic, and who have been in the maintenance of way service continually for one year or more, or who have had one year cumulative service during the three years immediately preceding and the same will hereinafter be referred to as "employees." Labourers in extra gangs unless those practically engaged all the year round will not be ranked as "permanent employees."

SECTION 2.

Ten hours shall constitute a day's work excepting for pumpmen. Twelve hours either continuous or intermittent shall constitute a day for a pumpman.

SECTION 3.

Section foreman and sectionmen travelling on orders of the company to and from work after regular hours outside of their regular sections will be allowed straight time.

SECTION 4.

In computing time four hours will be the minimum allowed for every call to duty between the hours of 6 p.m. and 7 a.m.

SECTION 5.

(a) Employees will be promoted hereafter on the Canadian lines in order of seniority, provided they are qualified in the opinion of the roadmaster.

(b) Employees refusing promotion become junior to employees accepting such promotion.

(c) Employees unable to read or write English need not be promoted.

(d) In the event of reduction in the number of men employed, those longest in the service shall have preference of employment, provided they are qualified in the judgment of the roadmaster.

SECTION 6.

Employees suspended or dismissed or who consider that they have been unjustly treated will receive full and impartial hearing, and will be advised of decision within 15 days of such hearing. Should investigation show suspension, dismissal or treatment unjust, full time will be allowed and employee reinstated. Appeals from decisions must be made in writing through his roadmaster within 15 days after advised of such decision.

SECTION 7.

Employees taken off their regular sections temporarily to work on show or tie trains or other work will be compensated for the board and lodging expense they necessarily incur.

SECTION 8.

The company will keep company's section houses in good repair; the cost of repairs occasioned by default or neglect of the occupant shall be charged to him.

SECTION 9.

(a) Overtime shall be paid at the rate of time and a half for actual work and straight time travelling to and from the work. Holidays shall be granted after patrolling section and everything safe, as follows: Xmas, New Year's, Dominion Day, Labour Day and Thanksgiving Day.

(b) Quarterly passes will be issued to employees living at flag stations and outside sections for marketing purposes.

(c) Half rates will be granted on household goods of employees when moving and remaining in the company's service. When moved under agreement with or on the company's orders, household goods will be carried free and free transportation for wife and family.

These rules will not take away any of the privileges that are now in effect with the employees. They will become effective on January 1, 1918, and will remain in force until a new schedule is agreed upon.

WAGE SCHEDULE OF SECTIONMEN IN CANADIAN LINES.

Section Foremen.

1.	St. Thomas	$95.00
	Assistant	80.00
2.	Sarnia and Walkerville	90.00
	Chatham E and H 3	87.50
	Wallaceburg E and H 5	87.50
	Windsor yard	87.50
	Leamington L E 5	87.50
3.	Chatham E and H 2	85.00
	Blenheim L E 9	85.00
	Blenheim E and H 1	85.00

Lawson yard	85.00
Other points	80.00

Sectionmen, 25.5 cents per hour at St. Thomas, Sarnia, Chatham, Wallaceburg, Windsor, Leamington, Blenheim, Lawson and Walkerville.

Sectionmen 25 cents per hour at other points.

Merlin pumpman, $50.00 a month.

(Sgd.) JNO. O. DROMGOLE, Chairman.
(Sgd.) R. L. BRACKIN, Member.
(Sgd.) J. G. O'DONOGHUE, Member.

Dated at Chatham, the twenty-eighth day of May, 1918.

Report of Board in Dispute between the Grand Trunk Railway and its Stationmen

A REPORT was received from the Board established to inquire into a dispute between the Grand Trunk Railway and its stationmen, concerning wages and rules. The Board was composed as follows: His Honour Judge J. G. Wallace, of Woodstock, chairman, appointed by the Minister in the absence of a joint recommendation, and Mr. F. H. McGuigan, of Toronto, and Mr. Bernard Rose, of Montreal, nominees of the company and employees respectively. The award was unanimous and contained a schedule of rules and regulations covering working conditions and rates of pay. The whole schedule was accepted by the employees, but only that portion relating to rules and regulations was accepted by the company.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Grand Trunk Railway System, employer, and certain of its employees, being members of the International Brotherhood of Railroad Stationmen and Railroad Employees Alliance, employees.

To the Honourable T. W. Crothers, K.C.,
Minister of Labour,
Ottawa.

Sir,—

The Board of Conciliation and Investigation to enquire into the above dispute was appointed by the Honourable the Minister of Labour on the nineteenth day of April, A.D. 1918. His Honour Judge J. G. Wallace, of Woodstock, Ont., was appointed chairman of the Board on the twenty-ninth day of April, A.D. 1918, the other members of the Board being Mr. F. H. McGuigan, of Toronto, representing the Grand Trunk Railway System, and Mr. Bernard Rose, of Montreal, representing the employees.

Meetings of the Board were held at Toronto on the fourth, tenth, eleventh, thirteenth, fourteenth, twentieth, twenty-first and twenty-second days of May, A.D. 1918.

The men were represented by Messrs. J. L. Burger, C. R. Koybler, F. E. Seagar, J. J. Redhead, Charles Smith and F. S. Walker, and the company by C. G. Bowker, J. D. McMillan, C. Forrester, R. H. Fish, J. H. Gordon, P. J. Lynch, W. H. Farrell, D. W. Hay, A. M. Adams, J. R. Melville and W. S. Cookson.

The Board is pleased to report that the representatives of the railway company and of the employees, acting upon suggestions made by the chairman, agreed upon a schedule of rules and regulations covering working conditions, a copy of which is appended to and is a part of this report and bears the signature of Messrs. Howard G. Kelley, president, representing the company, and J. L. Burger, representing the employees.

The representatives of the company and of the men were unable to agree upon the question of wages, and the determination of this matter was left with the Board.

The Board had a very long discussion as to the increases to be allowed to the employees, and is pleased to report that it finally was able to come to an agreement based upon the evidence submitted by the parties interested, and the following is the report of the Board as to the increases:

EMPLOYEES PAID ON A MONTHLY BASIS.

To those receiving from $25.00 to $50.00 per month (inclusive) an increase of 20 per cent is recommended.

To those receiving over $50.00 to $60.00 per month (inclusive) an increase of 12 per cent is recommended.

To those receiving over $60.00 to $75.00 per month (inclusive) an increase of 10 per cent is recommended.

To those receiving over $75.00 to $100.00 per month (inclusive) an increase of 8 per cent is recommended.

To those receiving over $100.00 per month an increase of 5 per cent is recommended.

EMPLOYEES PAID ON A DAILY BASIS.

To those receiving from $1.40 to $2.00 per day (inclusive) an increase of 30c per day is recommended.

To those receiving over $2.00 to $2.50 per day (inclusive) an increase of 25c per day is recommended.

To those receiving over $2.50 to $3.00 per day (inclusive) an increase of 20c per day is recommended.

To those receiving over $3.00 to $4.00 per day (inclusive) an increase of 15c per day is recommended.

The increases recommended in this report are to apply to all positions shown on attached list, not covered by other schedules, except positions of chief clerk, accountant, and private secretary to superintendents and other divisional officers.

These increases are to be on basis of wages paid in January, 1918.

These rates are understood not to decrease any amount granted as increase since January 1, 1918.

This schedule of wages shall continue in effect for one year, commencing May 1, 1918, and thereafter unless terminated or revised by 30 days' notice to be given by either party to the other in writing.

The Board has taken recognition of Rule 14 of the Rules and Regulations covering working conditions, which is apparently in conflict with the Board's recommendation as to wages. The Board would recommend that this rule be amended to read as follows:

RULE 14.

Notice of Changes.

The foregoing rules have been agreed to and are to remain in effect for a period of one year from May 1, 1918, and thereafter, until terminated or revised by thirty (30) days' notice given in writing by either party to the other.

(Sgd.) J. G. WALLACE,
Chairman of the Board.

(Sgd.) BERNARD ROSE,
Member of the Board.

(Sgd.) F. H. MCGUIGAN,
Member of the Board.

GRAND TRUNK RAILWAY SYSTEM.

Schedule for employees of the Grand Trunk Railway System in the following departments:

Transportation (including Maintenance of way),
Motive Power and Car,
Passenger (including Dining Car).

Effective May 1, 1918.

RULE 1.

Clerks Defined.

All employees whose duties require the performance of clerical work for a period of three hours or more daily shall be classed as clerks, within the meaning of these rules.

Whenever the word (clerks) appears in this schedule it shall be construed to mean the employees designated in this rule.

RULE 2.

Basis of a Day's Work.

(a) Ten (10) hours' service, not including the meal hour, shall constitute a day's work.

(b) In all cases service shall be continuous, except at points where it is not practicable to confine the service continually, and in such cases the hours of service shall be within a limit of twelve (12) consecutive hours, provided actual hours of work do not exceed ten (10) hours, as provided in paragraph (a).

(c) In the case of employees now paid an hourly rate, their rate under this rule shall be the same for ten hours' service.

(d) In all cases where employees are now working on shifts longer than ten (10) hours, this practice will be continued, and overtime will not start until after the expiration of the regular assigned hours.

(e) It is understood that the present practice will be continued in effect where employees are now working less than ten (10) hours per day.

RULE 3.

Meal Hour.

All employees shall be entitled to one hour for meals during each day, except where it will interfere with present practices.

RULE 4.

Overtime.

(a) Employees required to work after the expiration of the regular hours will be paid overtime for this service at the pro rata rate.

(b) When employees are absent from work temporarily without deduction in pay, they will be expected to work outside of their regular assigned hours, without payment of overtime, to bring their work up to date, when necessary.

(c) In computing overtime, overtime shall begin at the expiration of time as per paragraphs (a), (b) and (d) of Rule 2.

(d) Claims for overtime must be submitted to the officer in charge within forty-eight (48) hours from the time overtime service was performed.

(e) Employees will be notified when overtime claims are not allowed and a reason given therefor.

(f) When employees whose regular duties do not require them to work on Sundays and holidays are required to work on these days, as shown in Rule 5, they shall be paid overtime for such service.

RULE 5.

Sunday and Holiday Work.

Only such employees as shall be necessary to perform the business of the company shall be required to work on Sundays or legal holidays, namely:

New Year's Day,
Good Friday,
Empire Day (Decoration Day in United States),
July 1st (July 4th in United States),
Labour Day,
Thanksgiving Day,
Christmas Day.

RULE 6.

Vacations.

Clerks who have been in the service of the company two years or over will be granted six working days' vacation each year with full pay.

Clerks who have been in the service of the company four years or over will be granted twelve working days' vocation each year with full pay.

If the company finds it inconvenient to grant leave of absence during any year to a clerk who is entitled to it under this rule, the clerk shall at his option receive compensation at his regular salary for the period, or in the next year additional leave of absence for a like period.

In the event of a clerk being discharged, or leaving the service on proper notice before obtaining the deferred leave of absence, he will be paid for same.

Officer in charge to arrange leave of absence, senior clerks to be given the preference.

RULE 7.

Attending Court.

Employees attending court or inquests by instructions of the company will be paid full salary for the time lost and reasonable expenses if away from home.

RULE 8.

Reductions in Staff.

(a) In all cases of making reductions in force, or making promotions, other things being equal, employees longest in continuous service shall be given preference.

(b) In cases of reduction in force, employees relieved on account of such reduction will retain their right to re-enter the service, if again needed, the last man laid off being the first man hired, provided they keep the immediate official in charge advised of their address. Should employees fail to return to work promptly when notified, they shall lose their rights under these rules.

RULE 9.

Discipline.

Employees, after having been in the service six (6) consecutive months will not be suspended, removed or dismissed from the service of the company without just cause. In case of suspension, removal or discharge of an employee, he may, if he desires, have a thorough investigation by proper officers and such desire shall be signified within five days after the date of suspension or removal, and the investigation shall be begun as soon as practicable, but within ten (10) days of the date of such notice, and proceed with as little interruption as practicable until completed. The employee shall have full authority to present his case and offer testimony and may be accompanied by a fellow employee.

If the suspension or removal is found to have been without just cause, employee shall be reinstated and paid for the time lost.

Employees will have the right to appeal their case to higher officials in their regular order up to the Vice-President.

RULE 10.

Service Letters.

(a) When employees who have been in the service three months or more leave the employ of the company, they shall, if so desired, be furnished with service letter showing length and kind of service rendered and whether leaving on account of resignation or dismissal.

(b) Employees securing employment with this company will upon request have returned to them all service cards, letters and recommendations or any other papers which have been furnished by them to the company for investigation.

RULE 11.

Employees and Officers to Confer.

When difference as to schedule and practices under it arise it is deemed best for employees and local officials to confer individually, and in fair spirit dispose of the matter. If, however, employees desire to present their views to any officer of the company by means of a committee selected from the employees of the company, they may do so.

RULE 12.

Free Transportation.

Employees will be granted free transportation and leave of absence to attend their meetings, such transportation will not extend beyond the next division adjoining their superintendent's division, and leave of absence will not exceed two (2) days, and will only be granted when it will not interfere with the requirements of traffic and the service, and provided the company is not put to additional expense.

RULE 13.

Notice of Changes.

The foregoing rules, interpretations and rates of pay have been agreed to and are to remain in force subject to thirty (30) days' notice given by either party desiring a change.

Grand Trunk Railway Company of Canada:

(Sgd.) HOWARD G. KELLEY,
President.

For the employees:

(Sgd.) J. L. BURGER,
General Chairman B. of R. S.

PASSENGER DEPARTMENT

Eastern Lines

Station	No.	Position
Montreal	1	Ticket Agent.
	1	Accountant.
	1	Chief Clerk.
	1	Ticket Seller.
	2	Ticket Sellers.
	2	Ticket Sellers.
	1	Bookman.
	1	Bookman.
Ontario Lines.		
Toronto	1	Cashier.
	1	Chief Clerk.
City Ticket Office	1	Accountant.
	2	Ticket Clerks.
	2	Ticket Clerks.
	1	Ticket Clerk.
Station Ticket Office	1	Ticket Agent.
	1	Chief Clerk.
	1	Accountant.
	1	Assistant Accountant.
	1	Ticket Clerk.
	4	Ticket Clerks
District Passenger Agent's Office	1	Chief Clerk.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Stenographer.
	1	Stenographer.
	1	Stenographer.
	1	Stenographer.
Dining Car Department	1	Chief Clerk.
	20	Conductors.
	1	Storekeeper.
	1	Store Clerk.
	1	Store Clerk.
	1	Clerk.
	2	Clerks.
	1	Stenographer.

MOTIVE POWER AND CAR DEPARTMENTS

Eastern Lines.

Station	No.	Position
Richmond	2	Ash Pit Men.
	1	Coalman.
	2	Coalmen.
	1	Engine Preparer.
	1	Stationary Fireman.
	1	Labourer.
Victoriaville	3	Coalmen.
Brockville	3	Ash Pit Men.
	7	Coalmen.
	1	Carpenter.
	1	Engine Cleaner.
	2	Engine Despatchers.
	2	Engine Preparers.
	5	Hostlers.
	5	Hostlers.
	4	Labourers.
	2	Stationary Engineers.
Belleville Roundhouse	8	Ashpit men.
	2	Attendants (Bunk and Tool Room).
	6	Coalmen.
	1	Carpenter.
	2	Carpenters.
	1	Carpenter.
	11	Engine Cleaners.
	2	Engine Despatchers.
	4	Engine Preparers.
	2	Grease Cup men.
	7	Hostlers.
	33	Labourers.
	5	Painters.
	2	Painters.
	2	Stationary Engineers.
	2	Stationary Firemen.
Office	1	Clerk.
	1	Clerk.
	1	Stenographer.
	1	Storeman.
Peterboro	1	Watchman.
	3	Watchmen.
Lindsay	1	Ashpit man.
	3	Hostlers.
	1	Stationary Engineer.
	1	Stationary Fireman.
Midland Road House (at iffin)	2	Stationary Firemen.
	1	Hostler.
	7	Labourers.
Midland Elevator (at Tiffin)	1	Electrician.
	2	Firemen.
	1	Assistant Engineer.
	5	Oilers.
	1	Mechanic (millwright)
	1	Assistant Mechanic.
	1	Line and Cable Splicer.
Coteau Jct. (R.H.)	3	Ashpit Men.
	2	Coalmen.
	1	Coalman.
	1	Engine Cleaner.
	1	Engine Cleaner.
	1	Engine Preparer.
	6	Hostlers.
	2	Labourers.
	1	Stationary Engineer.
	1	Stationary Fireman.
Office	1	Clerk.
	1	Storeman.
	2	Storemen.
Hawkesbury	1	Coalman.
	1	Coalman.
	1	Hostler.
	1	Labourer
Depot Harbor (R.H.)	4	Stationary Engineers.
(R.H.)	1	Stationary Fireman.
Office	1	Clerk.
	1	Storeman.
	1	Storeman.

MOTIVE POWER AND CAR DEPARTMENTS—Continued.

Ontario Lines.

Station	No.	Position
Toronto (Car Office)	1	Chief Clerk.
	1	Storeman.
	1	Clerk.
	1	Assistant Storeman.
	1	Assistant Storeman.
	1	Timekeeper.
	1	Clerk.
Mimico (Loco. Office)	1	Storeman.
	1	Assistant Storeman.
	1	Assistant Storeman.
	1	Clerk.
	1	Clerk.
Stratford (Loco. Office)	1	Chief Clerk.
	1	Storeman.
	1	Storeman.
(Round House)	3	Ashpit men.
	1	Engine Cleaner.
	1	Engine Cleaner.
	1	Engine Despatcher.
	1	Engine Preparer.
	2	Grease Cup men.
	1	Hostler.
	2	Hostlers.
	2	Labourers.
	1	Labourer.
	1	Stationary Engineer.
	2	Coalmen.
Woodstock	1	Watchman.
London (Loco. Office)	1	Storeman.
	1	Storeman.
	1	Clerk.
	1	Clerk.
(Round House)	1	Ashpit man.
	1	Coalman.
	2	Coal Men.
	2	Engine Cleaners.
	1	Engine Preparer.
	4	Hostlers.
	1	Labourer.
	2	Labourers.
	2	Stationary Engineers.
	1	Table Man.
Glencoe	1	Coalman.
	2	Coalmen.
St. Thomas (Gen. For. Office)	1	Chief Clerk.
	1	Clerk.
	1	Stenographer.
	1	Stenographer.
St. Thomas (Loco. For. Office)	1	Storeman.
	1	Assistant Storeman.
	1	Clerk.
	1	Stenographer.
	2	Storemen.
(Car. For. Office.)	1	Clerk.
Round House)	4	Ashpit men.
	4	Coalmen.
	2	Carpenters.
	1	Carpenter's Helper.
	3	Engine Cleaners.
	2	Grease Cupmen.
	2	Head Lightmen.
	2	Toolmen.
	5	Hostlers.
	2	Hostlers.
	2	Labourers.
	27	Labourers.
	2	Stationary Boilermen.
	2	Tablemen.
Nixon	1	Coalman.
	3	Coalmen.
Port Hope	1	Oiler.
	2	Watchmen.

TRANSPORTATION DEPARTMENT

Eastern Lines.

Station	No.	Position
Coaticook	1	Baggageman
	2	Clerks.
	1	Baggageman.
	1	Porter.
	1	Checker.
Windsor Mills	1	Clerk.
Richmond—Station & Freight	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Checker.
	1	Checker.
	1	Porter.
	1	Porter.
	1	Baggageman.
	1	Baggageman.
	1	Clerk.
	1	Clerk.
	1	Janitor.
B. & B. Dept	1	Carpenter.
	1	Carpenter.
	5	Carpenters.
	7	Carpenters.
	1	Electrician.
	1	Assistant Electrician.
	1	Fitter.
	2	Fitters.
	1	Fitter Helper.
	1	Foreman.
	2	Labourers.
	1	Labourer.
	5	Painters.
	1	Stoveman.
Victoriaville	1	Cashier.
	1	Clerk.
	1	Porter.
	1	Porter.
	2	Checkers.
	2	Gatemen.
Pt. Levi	1	Chief Clerk.
	1	Clerk.
	1	Foreman.
	9	Porters.
	1	Watchman.
	3	Signalmen.
Quebec	1	Accountant.
	1	Clerk.
	1	Cashier.
	1	Clerk.
	2	Clerks.
	2	Checkers.
	1	Baggage Agent.
	1	Baggageman.
	1	Checker.
	7	Porters.
	1	Messenger.
	1	Watchman.
Chaudiere Jct	1	Chief Clerk.
	2	Freight Checkers.
St. Johns	1	Clerk.
	1	Ticket Seller.
	1	Clerk.
	2	Clerks.
	1	Baggageman.
	2	Porters.
	2	Switch Tenders.
	1	Gateman.
	2	Signalmen.
La Prairie	1	Clerk.
Howick	1	Clerk.
Huntingdon	2	Clerks.
	1	Clerk.
	1	Baggageman.
B. & B. Dept	1	Foreman Carpenter.
	5	Carpenters.
	3	Labourers.
Ormstown	1	Clerk.

TRANSPORTATION DEPARTMENT—Continued.

Eastern Lines—Continued.

Station	No.	Position
Montreal, Terminal Baggage	1	Agent.
	1	Assistant Agent.
	1	Transfer Agent.
	1	Baggageman.
	3	Baggagemen.
	1	Chief Clerk.
	2	Clerks.
	2	Clerks.
	1	Pol. Clerk.
	1	Pol. Clerk.
	1	Pol. Clerk.
	4	Checkers.
	1	Checker
	1	Baggage Foreman.
	1	Floorman.
	1	Floorman.
	2	Porters.
	1	—Porter.
	1	Porter.
	2	Porters.
	1	Recorder.
	1	Recorder.
	1	Stenographer.
(Wharf)	1	Chief Clerk.
	1	Clerk.
	1	Cashier.
	1	Clerk.
	2	Clerks.
	2	Clerks.
	5	Clerks.
	2	Clerks.
	2	Clerks.
	1	Stenographer.
	1	Messenger
	2	Foremen.
	1	Foreman.
	1	Foreman.
	2	Checkers.
	2	Checkers.
Pt. St. Charles	1	Chief Clerk.
	1	Clerk.
	1	Clerk.
	1	Cashier.
	4	Clerks.
	1	Clerk.
	1	Clerk.
	3	Clerks.
	3	Checkers.
	1	Checker.
	1	Checker.
	3	Checkers.
	1	Checker.
	1	Checker.
	1	Checker.
	1	Foreman.
Turcot	1	Chief Clerk.
	1	Clerk.
	1	Clerk.
	2	Clerks.
	3	Clerks.
	9	Checker
St. Lambert	1	Chief Clerk.
	2	Ticket Sellers.
Dominion	1	Chief Clerk.
	1	Clerk.
	2	Clerks.
	1	Clerk.
Cornwall	1	Cashier.
	1	Clerk.
	2	Bagagemen.
	1	Porter.
Cornwall, (Continued)	1	Porter.
Caridnal	1	Vlerk.
Prescott	1	Clerk.
	1	Baggagemen..
	1	Checker.

TRANSPORTATION DEPARTMENT—Continued.

Eastern Lines.—Continued

Station	No.	Position
Brockville (Station & Frt.)	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Stenographer.
	1	Foreman.
	2	Baggagemen.
	1	Ticket Seller.
	1	Checker.
	4	Porters.
	6	Switch tenders.
	3	Gatemen.
(Yard)	1	Chief Clerk.
	2	Checkers.
	1	Checker.
	2	Car Recorders.
B. & B. Dept.	2	Carpenters.
	8	Carpenters.
	12	Carpenters.
	1	Electrician.
	1	Fitters Helper.
	1	Foreman Painter.
	2	Painters
	1	Foreman Water Dept.
	1	Bridge Foreman.
	1	Foreman Mason.
	1	Foreman Carpenter.
	1	Mason.
	6	Labourers.
Kingston	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	2	Clerks.
	2	Clerks.
	1	Clerk.
	1	Stenographer.
	1	Freight Foreman.
	1	Checker.
	1	Checker.
	7	Porters.
Napanee	1	Cashier.
	1	Clerk.
	2	Baggagemen.
	1	Checker.
Belleville	1	Accountant.
(Superintendent)	1	Accountant, Road.
	1	Accountant, B. & B.
	1	Clerk.
	2	Clerks.
	1	Clerk B & B.
	3	Clerks.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	2	Stenographers.
	1	Stenographer.
	1	Timekeeper.
	1	Timekeeper.
Station and Freight	1	Chief Clerk.
	1	Cashier.
	1	Cashier.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	1	Ticket Seller.
	1	Ticket Seller.
	3	Baggagemen..
	1	Foreman.
	16	Porters.
	8	Switchtenders.
(B. & B. Department)	4	Bridge Tenders.
	10	Carpenters.
	5	Carpenters.
	24	Carpenters.
	1	Carpenter.
	1	Carpenter.
	4	Foremen.

TRANSPORTATION DEPARTMENT—Continued.

Eastern Lines.—Continued

Station	No.	Position
(B. & B. Department)Con.	1	Foreman.
	1	Foreman Painter.
	1	Foreman, Water Service.
	1	Foreman, Water Service.
	1	Foreman.
	6	Labourers.
	1	Tinsmith.
	1	Pumpman.
	5	Pumpmen.
	1	Pumpman.
	2	Stationary Engineers.
(Yard)	1	Chief Clerk.
	1	Clerk.
	2	Checkers.
	4	Checkers.
	2	Car Recorders.
Cobourg	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	2	Constables.
	2	Baggagemen.
	1	Porter.
	1	Checker.
	2	Gatemen.
	1	Flagman.
	1	Flagman.
Port Hope	2	Baggagemen
	1	Checker.
	1	Biller.
	1	Porter.
Bowmanville	1	Clerk.
	1	Clerk.
	1	Checker.
	1	Baggageman.
Whitby	1	Baggageman.
	1	Checker.
Peterboro	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Freight Foreman.
	1	Messenger.
	5	Porters.
	1	Baggageman.
	1	Baggageman.
	5	Gatemen.
	7	Gatemen.
	1	Signalman.
Lindsay	1	Baggageman.
	2	Porters.
Midland Station	1	Chief Clerk.
	1	Cashier.
	2	Clerks.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	1	Checker.
	1	Porter.
	1	Porter.
	2	Car Sealers.
Valleyfield	1	Clerk.
	1	Checker.
	1	Baggageman.
Coteau Jct	2	Clerks.
	1	Clerk.
	1	Ticket Seller.
	1	Baggageman.
	1	Porter.
	2	Switch Tenders.
	1	Lamp Man.

TRANSPORTATION DEPARTMENT—Continued.

Eastern Lines—Continued.

Station	No.	Position
Hawkesbury	1	Clerk.
	1	Clerk.
	2	Clerks.
	1	Stenographer.
	1	Cashier.
	1	Baggageman.
	1	Checker.
	2	Signalmen.
Ottawa (Supt.'s Office)	1	Accountant.
	2	Clerks.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	4	Clerks.
	1	Clerk.
	1	Clerk.
	1	Timekeeper.
Fr. and Station)	1	Chief Clerk.
	1	Clerk.
	1	Cashier.
	4	Clerks.
	2	Clerks.
	6	Clerks.
	1	Clerk.
	6	Clerks.
	1	Clerk.
	1	Stenographer.
	1	Stenographer.
	1	Baggageman.
	2	Baggagemen.
	4	Porters.
	2	Checkers.
	2	Gatemen.
	1	Freight Foreman.
	1	Freight Foreman.
	10	Checkers.
	24	Porters.
Yard)	1	Chief Clerk.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	3	Clerks.
	1	Stenographer.
	1	Biller.
	1	Biller
	2	Checkers.
	2	Checkers.
	1	Checker.
(B. and B. Department)	1	Foreman.
	1	Foreman Painter.
	1	Painter.
	4	Painters.
	3	Carpenters.
	2	Carpenters.
	2	Carpenters.
	3	Carpenters.
	1	Instrument Man.
Ottawa Depot Harbor	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Station Agent.
	1	Foreman.
(B. and B. Department)	1	Foreman Painter.
	1	Foreman
	2	Foreman Carpenters.
	3	Painters.
	1	Carpenter.
	1	Carpenter.
	3	Carpenters.
	1	Plasterer.
	1	Bridge Tender.
	1	Pumpman.
	3	Stationary Engineers.

TRANSPORTATION DEPARTMENT—Continued.

Eastern Lines—Continued.

Station	No.	Position
Trenton (Station)	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Checker.
	1	Baggageman.
Renfrew	1	Clerk.
	1	Baggageman.
	2	Porters.
Beaverton	1	Baggageman.
Midland Elevator (at Tiffin)	1	Head Weighman.
	2	Marine Leg Operators.
	1	Grain Distributor.
	1	Asst. Grain Distributor.
	3	Weighmen.
	1	Floorman.
	1	Car Puller Man.
	1	Spoutman.
	1	Car Blocker.
	1	Hookman.

TRANSPORTATION DEPARTMENT

Ontario Lines.

Station	No.	Position
Newmarket	1	Clerk.
	1	Baggageman.
	1	Porter.
Scotia Jct.	1	Baggageman.
Allandale	1	Ticket Seller.
	1	Baggageman..
	3	Porters.
	1	Porter.
	1	Switch Tender.
	1	Switch Tender.
Toronto Term. (York Freight)	1	Chief Clerk.
	1	Clerk.
	3	Clerks.
	1	Clerk.
	2	Checkers.
	1	Checker.
	2	Checkers.
	1	Clerk.
(Don Freight)	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	1	Stenographer.
	1	Foreman.
	8	Checkers.
(Toronto Freight)	1	Chief Clerk.
	1	Accountant.
	1	Accountant.
	1	Cashier.
	4	Clerks.
	3	Clerks.
	9	Clerks.
	3	Clerks.
	4	Clerks.
	13	Clerks.
	13	Clerks.
	13	Clerks.
	16	Clerks.
	18	Clerks.
	11	Clerks.
	3	Clerks.
	1	Stenographer.
	2	Stenographers.
(Yard)	1	Chief Clerk.
	9	Clerks.
	1	Clerk.
	1	Checker.
	1	Checker.
	4	Checkers.
	2	Checkers

TRANSPORTATION DEPARTMENT—Continued

Ontario Lines.—Continued.

Station	No.	Position
	1	Checker.
	3	Recorders.
	1	Stenographer.
	1	Timekeeper.
	1	Weighmaster.
Parkdale (Freight)	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Foreman.
	4	Checkers.
	3	Porters.
(Station)	1	Switchtender.
	2	Baggagemen.
Mimico (Freight)	1	Cashier.
	1	Clerk.
	1	Checker.
	1	Checker.
	1	Stenographer.
West Toronto (Freight)	1	Chief Clerk.
	1	Accountant
	1	Accountant
	5	Clerks.
	5	Clerks.
	7	Clerks.
	2	Clerks.
	1	Clerk.
	1	Stenographer.
	1	Checker.
	2	Checkers.
	1	Checker.
	1	Foreman.
	16	Porters.
Mimico (Yard	1	Chief Clerk.
	3	Clerks.
	2	Checkers.
	7	Checkers.
	2	Recorders
	1	Timekeeper.
	1	Weighmaster.
Toronto	2	Crossing Tenders.
	4	Crossing Tenders.
	20	Crossing Tenders.
Hamilton (Frt. and Station)	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	2	Clerks.
	4	Clerks.
	1	Clerk.
	7	Clerks.
	6	Clerks.
	5	Clerks.
	7	Clerks.
	3	Clerks.
	1	Stenographer.
	1	Stenographer.
	1	Stenographer.
	1	Stenographer.
	15	Checkers.
	13	Checkers.
	1	Checker.
	1	Checker.
Hamilton, (Stn and Frt. con.)	1	Messenger.
	1	Ticket Seller.
	2	Ticket Sellers.
	3	Baggagemen.
	1	Station Master.
	2	Constables.
	2	Switch Tenders.
	19	Flagmen.
	1	Watchman.
	27	Porters.
Yard)	1	Chief Clerk.
	1	Clerk.
	1	Clerk.
	2	Clerks.

TRANSPORTATION DEPARTMENT—Continued.

Ontario Lines.—Continued.

Station	No.	Position
St. Catharines (Freight)	1	Baggageman
	1	Baggageman.
	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	2	Clerks.
	2	Checkers.
	1	Foreman.
	1	Porter.
Merritton	1	Cashier.
	1	Clerk.
	1	Porter.
Guelph (Freight)	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	6	Checkers.
	1	Checker.
	1	Checker.
	8	Porters.
Kitchener (Frt. and Stn.)	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	2	Clerks.
	1	Checker.
	1	Checker.
	3	Checkers.
	1	Baggageman.
	1	Porter.
	2	Flagmen.
	1	Flagman.
	1	Flagman.
	1	Freight Foreman
	4	Porters.
	1	Lampman.
Galt	1	Cashier.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	1	Ticket Seller.
	1	Messenger.
	1	Baggageman
	1	Baggageman.
	1	Porter.
	1	Porter.
	2	Porters.
	5	Porters.
	4	Switch Tenders.
	1	Signalman.
	2	Signalmen.
	1	Crossing Tender
	1	Crossing Tender.
	1	Checker.
Waterloo (Station)	1	Cashier.
	1	Clerk.
	1	Checker.
	1	Porter.
	1	Porter.
Stratford (Station and Freight)	1	Chief Clerk.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	4	Clerks.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	5	Checkers.
	1	Checker.
	4	Freight Foreman.
	11	Porters.
	5	Stationary Porter .
	1	Baggageman.

TRANSPORTATION DEPARTMENT—Continued.

Ontario Lines. Continued

Station	No.	Position
Stratford Station & Freight. Con.	1	Station Master.
	1	Station Master.
	1	Janitor.
	7	Switch Tenders.
(Yard)	1	Clerk.
	1	Checker.
	1	Checker.
(B. and B. Department)	1	Foreman.
	1	Carpenter.
	1	Carpenter.
	1	Labourer.
	1	Instrument man.
	1	Telephone Isnpector.
St. Mary's (Station)	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Baggageman.
	1	Baggageman.
Parkhill Station	1	Switch Tender.
Owen Sound (Station & Frt.)	1	Clerk.
	1	Clerk.
	4	Checkers.
	1	Checker.
	1	Baggageman.
	2	Foreman.
	1	Foreman.
	14	Porters.
	3	Stationary Porters.
	2	Watchmen.
Harrisburg (Station)	1	Baggageman.
	2	Switch Tenders.
Woodstock (Frt. and Station)	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Checker.
	1	Checker.
	1	Foreman.
	5	Porters.
	1	Baggageman.
	1	Baggageman.
	1	Baggageman.
Ingersoll (Station)	1	Cashier.
	1	Clerk.
	2	Checkers.
	1	Baggageman.
	2	Porters.
London (Supt's Office)	1	Accountant.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Stenographer.
	1	Stenographer.
	1	Stenographer.
Freight)	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	3	Clerks.
	1	Clerk.
	4	Clerks.
	3	Clerks.
	2	Clerks.
	3	Clerks.
	1	Clerk.
	1	Stenographer.
	12	Checkers.
London. (Station)	1	Checker.
	1	Foreman.
	1	Foreman.
	39	Porters.
	1	Messenger.

TRANSPORTATION DEPARTMENT—Continued.

Ontario Lines. Continued

Station	No.	Position
	1	Messenger.
	1	Ticket Seller.
	1	Ticket Seller.
	1	Ticket Seller.
	1	Ticket Seller.
	1	Depot Master.
	1	Depot Master.
	1	Checker.
	1	Baggageman.
	1	Baggageman.
	6	Station Porters.
	1	Janitor.
	15	Switch Tenders.
	1	Crossing Tender.
	2	Crossing Tenders.
	2	Crossing Tenders.
	4	Crossing Tenders.
	6	Crossing Tenders.
	4	Crossing Tenders.
	4	Crossing Tender
(Yard)	1	Chief Clerk.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	2	Clerks.
	1	Stenographer.
	1	Recorder.
	1	Recorder.
	2	Callers.
Sarnia Tunnel (Frt. and Stn)	1	Chief Clerk.
	2	Clerks.
	1	Checker.
	4	Checkers.
	1	Checkers.
	1	Foreman.
	10	Porters.
	1	Baggageman.
	1	Baggageman.
	2	Baggageman.
	1	Watchmen.
	7	Switch Tenders.
(Freight)	1	Chief Clerk.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	1	Stenographer.
	1	Checker.
	1	Checker.
	1	Foreman.
	2	Porters.
	1	Porter.
	1	Watchman.
Brantford (Stn. and Frt.)	1	Cashier.
	1	Clerk.
	2	Clerks.
	1	Clerk.
	3	Clerks.
	2	Clerks.
	1	Ticket Seller.
	1	Ticket Seller.
	1	Baggageman.
	1	Baggageman.
(Yard)	1	Chief Clerk.
	1	Record.er
Mitchell	1	Baggageman.
	1	Clerk.
Goderich	1	Clerk.
	1	Checker.
	1	Baggageman.
	1	Porter.
	1	Porter.
Seaforth	1	Baggageman.

TRANSPORTATION DEPARTMENT—Continued.

Ontario Lines—Continued.

Station	No.	Position
Windsor (Frt. and Stn)	1	Chief Clerk.
	1	Cashier.
	2	Clerks.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	3	Clerks.
	1	Stenographer.
	1	Foreman.
	2	Checkers.
	7	Porters.
	1	Baggageman.
	1	Baggageman.
	2	Baggagemen.
(Yard)	1	Chief Clerk.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	3	Clerks.
	1	Clerk.
	2	Checkers.
	1	Recorder.
	1	Weighman.
(Bridge and B. Department)	1	Foreman Carpenter.
	2	Carpenters.
	3	Carpenters.
Chatham (Frt. and Station)	1	Chief Clerk.
	1	Clerk.
	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Stenographer.
	1	Foreman.
Chatham (Stn. and Frt., Con.)	1	Checker.
	3	Porters.
	2	Baggagemen.
	4	Signalmen.
(Yard)	1	Chief Clerk.
	1	Clerk.
	1	Checker.
Thamesville	1	Baggageman.
	2	Gatemen.
Bothwell	1	Baggageman.
Glencoe	2	Gatemen.
	2	Switch Tenders.
St. Thomas (Supt.'s Office)	1	Accountant.
	1	Clerk.
	1	Assistant Accountant.
	1	Road Clerk.
	1	Clerk.
	1	Clerk.
	1	Tr. Master's Clerk.
	1	Clerk.
	1	Clerk.
	1	Stenographer.
	3	Stenographers.
	1	B. and B. Stenographer.
	1	Road Stenographer.
	1	Stenographer.
(Frt. and Station)	1	Cashier.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	1	Freight Foreman.
	2	Porters.
	1	Night Agent.
	1	Ticket Clerk.
	1	Yard Clerk.
	1	Baggagemaster.
	1	Stationary Porter.
	3	Switch Tenders.
	2	Gatemen.
	2	Signmen.
	2	Flagmen.

TRANSPORTATION DEPARTMENT—Continued.

Ontario Lines—Concluded.

Station	No.	Position
(B. and B. Department)	2	Foremen.
	1	Foreman Painter.
	1	Foreman Water Service.
	1	Carpenter.
	2	Carpenters.
	1	Carpenter.
	2	Carpenters.
	1	Carpenter.
	1	Carpenter.
	1	Fitter.
	1	Fitter.
	1	Painter.
	1	Painter.
	1	Painter.
	14	Labourers.
St. Thomas. (B. & B. Con.)	3	Labourers.
	1	Labourer.
	1	Telegraph Inspector.
Aylmer	1	Clerk.
	1	Porter.
	1	Gateman.
	2	Gatemen.
Dehli	1	Baggageman.
Simcoe	1	Cashier.
	1	Clerk.
	1	Baggageman.
	1	Foreman.
	1	Porter.
Tillsonburg	2	Signalmen.
Niagara Falls (Frt. & Stn.)	1	Chief Clerk.
	2	Clerks.
	3	Clerks.
	4	Clerks.
	1	Clerk.
	4	Clerks.
	2	Clerks.
	6	Clerks.
	1	Clerk.
	1	Clerk.
	1	Clerk.
	4	Clerks.
	1	Clerk.
	1	Ticket Agent.
	1	Baggageman.
	1	Baggageman.
	1	Baggageman.
	7	Porters.
Fort Erie (Frt. and Stn.)	2	Clerks.
	2	Checkers.
	2	Checkers.
	1	Foreman.
	2	Checkers.
	2	Checkers.
	4	Porters.
	1	Clerk.
	1	Clerk.
	1	Porter.
	1	Porter.
	2	Switch Tenders.
	2	Switch Tenders.
	1	Crossing Watchman.
	1	Lampman.
(Yard)	2	Chief Clerks.
	2	Clerks.
	1	Clerk.
	1	Clerk.
	1	Biller.
	1	Biller.
	1	Biller.
Fort Erie (Yard.-Con.)	7	Checkers.
	2	Checkers.
	1	Checker.
	1	Caller.
	1	Caller.
(B. and B.)	1	Carpenter.
	9	Labourers.

Report of Board in Dispute between the London Street Railway and its Motormen, Conductors and Barnmen

A UNANIMOUS report was received from the Board of Conciliation and Investigation appointed in connection with a dispute between the London Street Railway and its motormen, conductors and barnmen, relating to wages. The award was accompanied by an agreement signed by both parties. The Board was composed as follows: His Honour Judge L. B. C. Livingstone, of Welland, chairman, and Messrs. F. H. McGuigan, of Toronto, and Chas. Ferguson, of London, appointed on the recommendation of the company and employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other Board members.

Report of Board

To the Honourable T. W. Crothers, K.C., M.P.,
Minister of Labour,
Ottawa, Can.

Sir,—

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the London Street Railway Company, employer, and certain of its employees, being motormen, conductors and barnmen, members of Local Division No. 741, Amalgamated Association of Street and Electric Railway Employees of America, employees.

The Board of Conciliation herein beg to report as follows: On being notified of their appointment, the members of the Board held a preliminary meeting at London on the sixteenth day of May, 1918, when it was found that the parties were not quite ready to proceed, and it was arranged to hear the parties, and any evidence that might be adduced, on the twenty-third day of May, 1918. The Board accordingly met on the twenty-third day of May, and continued its sittings on the twenty-fourth and twenty-fifth days of May, and at these sittings it heard what evidence was adduced on behalf of the parties, as well as the arguments advanced. The Board's efforts to bring about a settlement between the parties were not successful up to that time, and the Board therefore adjourned until the 28th day of May, when it resumed its sittings, and meetings were held on that day and on the twenty-ninth, thirtieth and thirty-first days of May.

As a result of the negotiations conducted by the Board we are pleased to be able to report that all matters in dispute have been finally adjusted and reduced to agreement in writing, in triplicate, one original copy of which is enclosed herewith, signed by the manager of the company and by the representatives of the employees.

We have the honour to be,
Sir,
Your obedient servants,

(Sgd.) L. B. C. LIVINGSTONE,
Chairman.

(Sgd.) F. H. MCGUIGAN,
For the Company.

(Sgd.) C. C. FERGUSON,
For the Employees.

THE LONDON STREET RAILWAY COMPANY.

Working Conditions for the Motormen and Conductors.

Effective May 1, 1918.

This agreement entered into in triplicate this thirty-first day of May, A.D. 1918, between the London Street Railway Company, its successors and assigns, hereinafter called the company, of the first part, and certain of its employees, being motormen, conductors and barnmen, represented by the parties who sign this agreement, being their duly accredited representatives, hereinafter called the employees, of the second part.

Witnesseth:

That the parties hereto mutually agree to and with each other as follows:

SECTION 1.

The company has no objections to any of the motormen and conductors, or any other employees of this company, both present and future, joining the Amalgamated Association of Street and Electric Railway Employees of America, each employee being at liberty to use his own judgment in this regard.

SECTION 2.

The company agrees to meet and treat with any committee of its motormen and conductors, or any other committee of its employees (whether they are the properly accredited officers of the association or not), on all matters and grievances affecting them, which may arise from time to time, said committee or committees to consist exclusively of employees of this company.

SECTION 3.

In the event of a motorman or conductor being suspended or discharged from the service of the company, and if he feels such suspension or discharge to be unjust, he shall have the right to have his case taken up by any committee of the employees, and his case brought before the superintendent within three (3) days of such suspension or dismissal. If upon

further investigation, first by the superintendent, and then, if necessary, by the manager, such employee is, in the judgment of such official, found not guilty of such cause to warrant such suspension or discharge, he shall be reinstated to his proper place in the service of the company, and shall be paid for all the time lost during such suspension or discharge at the rate of his regular daily schedule run.

SECTION 4.

Seniority in service of the company shall govern so that motormen and conductors may select their runs in accordance with this principle, that is: When the board is made up the men longest in the service shall first select his choice of run, the second in service shall next select, and so on down the list until all scheduled runs shall have been filled. A service seniority list shall be posted near the board for the purpose of assisting the men to select their runs. Selection of runs as here indicated shall be made each time the board is changed. Board to be changed once a month.

SECTION 5.

From the first day of May, 1918, until the termination of this agreement, the wages of the employees shall be as follows:

For motormen and conductors:

For the first year	30c per hour.
For the second year	33c per hour.
For the third and subsequent years	35c per hour.

Regular motormen and conductors shall receive 10c per hour in addition to their regular rates for service performed after their scheduled working hours.

The wages of barnmen and linemen shall be increased 3½c an hour over and above the present schedule of rates, and the wages of trackmen shall be increased 2c per hour over and above the present schedule of wages paid to them.

SECTION 6.

The company will pay one-half of such uniforms as may be from time to time required. Orders for such uniforms being obtained from the superintendent. All caps after first to be provided free.

SECTION 7.

The company will immediately take steps to provide proper lavatory accommodation on the respective car lines for necessity of employees on duty.

SECTION 8.

Men off sick, when ready to go to work shall be permitted to report for duty on or before four o'clock of the day previous to their starting.

SECTION 9.

All spare motormen and conductors who are booked for show up shall be paid for each show up (unless he gets a run) as follows: one hour for each show up on week days and from time ordered to report until released on Sundays.

SECTION 10.

All conductors shall be supplied by the company with twenty dollars ($20.00) with which to purchase tickets and change necessary for the operation of their cars.

SECTION 11.

Satisfactory arrangements will be made by the company for compliance with the law of letting men off one day each week, when working on Sunday, and a list shall be posted sufficiently far in advance notifying the men of their off-day.

SECTION 12.

Day men "missing" will show up before 10 a.m. and relief men missing before 5 p.m., and will take such work as the car starter may allot to them, provided, however, that the spare men shall have first choice in allotting any such work. Should the car starter provide no work for such day men who have slept in by 10.30 a.m., then such day men shall be relieved from further duties that day, and shall take his car at the usual time the following morning. All men who do not report as required in this section will be placed at the foot of the spare board for the day following.

SECTION 13.

Motormen or conductors training students, working snow plows, or sweepers, shall be paid 3c per hour in addition to regular wage.

SECTION 14.

Any motorman or conductor re-entering the service of the company within six months from date of resignation shall receive their seniority rate of pay, when the time of his absence from the service is deducted, but he shall forfeit all rights on the seniority board.

SECTION 15.

The company will provide stools for all motormen, free of charge, on all cars of the company, and also standard stools for conductors on P.A.Y.E. cars.

SECTION 16.

Motormen and conductors shall be given reasonable leave of absence to transact any business of Div. No. 741 of the A. A. of S. & E. R. E. of America, and when returning shall have the same seniority standing.

SECTION 17.

No partiality or discrimination shall be shown to employees in regard to discipline and working conditions.

SECTION 18.

Regular motormen and conductors are to be paid for the present 10 minutes reporting time, during which each crew is to inspect the car and its equipment to make sure it is safe for service.

Sunday time paid each motorman and conductor to be at least equal to his respective week day run. No regular week day runs to pay less than nine hours, including the above 10 minutes reporting time.

SECTION 19.

An effort will be made to have the present order of the Dominion Railway Board relating to the crossing of the St. Mary's branch of the Grand Trunk Railway on Rectory street changed so that the conductors will not have to operate this derail.

SECTION 20.

Inspectors will be required to see to it that the Provincial law prohibiting passengers riding on the steps of open cars is enforced.

SECTION 21.

(a) After the present stock of so-called hard brake shoes and those already on order shall have been used up, no more such shoes are to be used on hand brake cars.

(b) Heaters or other methods are to be adopted as will prevent the complete frosting of the front vestibule windows.

(c) The installation of double sand boxes on each car will be continued as rapidly as possible, these sand boxes to be filled and in proper working condition when the car is ready to leave the barn. The motorman before starting out to inspect the same and report to the contrary.

SECTION 22.

That the entrance by front door of P.A.Y.E. cars of motormen and conductors and policemen be made a matter of adjustment from time to time, as practice may determine the best.

SECTION 23.

That switches at the corner of Dundas and Richmond streets be operated by the inspector on duty, when possible to do so without causing delay.

SECTION 24.

Any member of Division 741 desiring protracted leave of absence not exceeding 90 days shall make application for same in writing to the superintendent and then to the executive board of Division 741, specifying for what purpose said leave of absence is desired, and if permit is granted it shall be in writing, bearing signatures of superintendent and president of Division 741. Any time over fifteen days to be considered a protracted leave of absence.

SECTION 25.

This agreement and provisions thereof shall continue in force and be binding on the respective parties hereunto from May 1, 1918, to the first day of May, 1919, and from year to year thereafter unless changed by the mutual consent of the parties hereunto. Either of the parties hereunto desiring a change on any section or sections of this agreement shall notify the other party in writing of the desiring changes 30 days prior to May the first, 1919. Upon such notice the agreement shall be open to consider the change or changes desired. If not opened at that period it shall continue to the next year, and so on.

The London Street Railway Company:

(Sgd.) C. B. KING,
Manager.

Witness:

(Sgd.) L. B. C. LIVINGSTONE.

For the employees:

(Sgd.) JOHN COLBERT,
Chairman.

(Sgd.) J. REITH,
Secretary.

Dated at London, Ont., this thirty-first day of May, A.D. 1918.

Report of Board in Dispute between the Corporation of Winnipeg and its Employees

A REPORT was received from the Board established to deal with a dispute concerning wages between the Corporation of Winnipeg and its employees, members of Civic Employees Federation No. 4. The Board was composed as follows: Mr. F. M. Black, of Winnipeg, chairman, and Messrs. James Auld and Roland F. McWilliams, both of Winnipeg, appointed on the recommendation of the Corporation and employees respectively. The award was unanimous and was accompanied by a proposed schedule of rates to be effective from May 1, 1918. The award also recommended that civic employees, members of unions other than Federation No. 4, who had gone on strike, but had returned to work, be given increased wages.

Report of Board

Winnipeg, Manitoba, 21st June, 1918.

To the Honourable
the Minister of Labour,
Ottawa, Ont.

Sir,—

Re Industrial Disputes Investigation Act, 1907, and *re* differences between the Corporation of the city of Winnipeg and civic employees, being Civic Employees Federation No. 4.

The Board of Conciliation appointed herein begs to report as follows:

Application For and Constitution of Board.

The application herein was forwarded by the Civic Employees Federation No. 4, and dated thirteenth May, 1918. In such application it was stated that the employees directly and indirectly affected numbered 321.

The chairman received his appointment on May 21, 1918. In the instructions received from the Minister of Labour, attention had been called to the fact that a somewhat difficult industrial situation existed in the city of Winnipeg, and that it was desirable that work be proceeded with as quickly as possible. The other members of the Board, Mr. R. F. McWilliams for the Federation, and Mr. James Auld for the city of Winnipeg, having already been appointed, it was possible to hold the first session of the Board of Conciliation and Investigation on the afternoon of May 21, 1918. At the request of both parties the sittings were adjourned for a week to permit preparation of material.

Work and Scope of Inquiry.

Since then sessions have been held on May 27, 28, 29, 30, 31, and on June 6, 7, 10, 12, 13, 14, 15, 17, 18, 19, 20 and 21. By agreement of both parties all sessions were held in private.

Very early in the proceedings it was announced by the representatives of the city that the City Council expected that the scope of the Board's work would include an investigation into the entire relationship between the city and its employees, the status of each employee, the class of his duties, the remuneration which he should be paid, and his hours of labour. At

the opening of its case the Federation filed a schedule and supplementary schedule containing an exhaustive classification and grading of its members and a definition of the duties to be attached to their respective positions, which would have necessitated an inquiry of similar scope. In short, it was apparently desired by both parties that the Board should perform the functions of a Civil Service Commission.

The Board very clearly and definitely pointed out that it had no such powers or instructions, but it was informed that the same idea was again voiced at a special meeting of the City Council held to consider the report of its own committee, on June 19.

At the second session the question was asked as to whether either party were willing to bind itself to accept the findings of the Board, under section 62 of the Act. At that time neither would do so, but at the last session of the Board a letter was received from the Employees Federation, dated June 19, agreeing to abide by the terms of the recommendation which the Board may make to the Minister of Labour.

The Board would call attention to the fact that the city of Winnipeg apparently did not file a statement in reply to the Federation's application in terms of section 19 of the Act. In consequence when the Board commenced its work, considerable time was taken in an endeavour to find out just where the city stood with relation to the application.

The Federation, on the other hand, had given its case considerable attention and appeared at all times to have it well in hand and ready to be advanced rapidly.

Results.

In spite of the numerous sessions which have been held, the Board regrets to report that a final settlement of the dispute has not been reached. However, it cannot be said that the work done has been in any sense a failure, as the representatives of the Federation and the city finally reached a common basis for a settlement of the matters in dispute. A special informal meeting of the City Council, called to receive the report of its representatives, did not ratify it. The Board believes that such action has arisen from a misconception of the duties and scope of a Board of Conciliation. Possibly the removal of this misconception will pave the way to the acceptance of the tentative basis of agreement reached between the city's representatives and those of the Federation.

History of and Nature of Dispute.

The Federation making the application came into existence in April, 1917, and, in November, 1917, had presented to the Board of Control of the city of Winnipeg a schedule showing the various classes of employees graded in positions and salary according to the importance of their employment. Apparently this communication was not acknowledged by the Board of Control. In March, 1918, a further revised schedule was submitted to the Board of Control, without any further progress being made, and, on April 26, 1918, a delegation from the Federation met the Board of Control with a view to establishing the salaries to be paid for the fiscal year commencing May 1, 1918.

Certain others of the departments of the city having later gone on strike, and a special committee having been appointed in this connection, such committee was approached by the Federation to deal with their claims, but the committee informed them that their dispute had better be left to an independent Board. Application was then made to the Minister of Labour for a Board of Conciliation and Investigation.

It is material to note that, pending adjustment of the dispute, and although other city departments were on strike, the employees, who are the applicants in this case, remained at work.

The matters in dispute related to the schedule before referred to and a supplementary schedule filed during the investigation which covered:

(a) A classification of the grades of the different members of the Federation in various city departments.
(b) A definition of their duties.
(c) The minimum and maximum salaries to be attached to the various grades of employment and annual increases.
(d) Hours of labour and holidays.

The case as originally presented by the Federation involved the adoption of a scheme of organization of the city departments modelled along the lines recommended in a report prepared at the request of the Milwaukee Board of City Service Commission, after a survey of the municipal organization of the city of Milwaukee.

The Federation subsequently withdrew its claim for the adoption of the schedule and the system of classification and grading outlined in the supplementary schedule under the arrangements outlined hereafter.

In the course of early discussions on the schedule the fact emerged that a report referred to as the "Equalization Report" existed, which, subsequently, upon request, was produced by the city's representatives. This report, which was dated April 9, 1918, was made by the heads of the various departments affected by this investigation, upon the instructions of the Board of Control, "to consider the matter of equalizing the salaries of the different staffs and of bringing up to the average rate those which appear to be below standard," and suggesting that the department heads confer together with the object of establishing a uniform salary rate for all positions in the Civil Service." In the letter forwarding it to the Board of Control, it is stated that it is "the result of careful analysis by the department heads in their work of co-ordinating and equalizing the wages paid to the different staffs."

It was learned that this report had been received, but was not acted upon by the Board of Control, except to a limited extent.

After due consideration it seemed reasonable to the Board of Conciliation that the heads of the various departments should be better acquainted than any others with the respective value of the members of their staffs, and the Board therefore decided to recommend that any possible settlement should be based upon this Equalization Report.

With this in view each member of the Board of Control was asked to confirm or otherwise the recommendation of the heads of the departments for which he was responsible. Objection was raised by the Federation to several of these recommendations on the instructions of the members affected. Such contentions have been considered by the Board of Conciliation, and it has accepted the Equalization Report except as to certain special cases which have been amended in accordance with the evidence, as set out in the schedule appended hereto.

Increased Salaries and Wages.

With regard to the salary question, as already indicated, a critical industrial situation had been confronting the city. Applications for increases in wages had been made by several departments. The city did not deny the reasonableness of requests for increased wages, but had adopted a plan which was not acceptable to the Federation or to the four unions which ultimately went on strike. This was what was known as the "War Bonus System." Under it $3.00 per week was to be granted to all married men earning less than $1,200.00 per annum, and $2.00 per week to all unmarried men earning less than $1,200.00 per annum; also, $2.00 per week to all men between $1,200.00 and $1,600.00 per annum, but in any event the aggregate of the wage or salary as augmented was not to exceed $1,600.00. This was passed by the City Council on April 29, 1918. At the same time they increased the salaries of 15 employees and the pay of junior clerks and messengers, the latter, however, to receive no war bonus.

Thus the city had quite clearly committed itself to the principle of increasing wages and salaries on account of the abnormal conditions prevailing, the only real difficulty on their part being as to how these should be adjusted.

The Strike Settlement.

A settlement with the striking employees was made by the city on the basis of substantial increases in wages. The four unions involved were those of the electrical workers, who obtained an average increase of 12 per cent; the firemen, whose average increase varied according to method of figuring, between 11.98 per cent and 12.38 per cent; and the teamsters and water works employees, who received increases on their hourly wages, which in the former case averaged 16 per cent, and in the latter case averaged 17.03 per cent.

It was stated by the city's representatives that the average increase to the four striking unions on their total payroll was 13.33 per cent.

At the time that the settlement of the strike was effected, it appeared to be the concensus of opinion among the Mayor and Aldermen of the city and the public generally that the men who did not strike should not be dealt with on any basis of increase which was less favourable than that granted the strikers. This suggestion, accordingly, afforded ground for a possible settlement between the Federation and the city.

The Basis of Conciliation.

On the fourth of June, 1918, therefore, the following tentative basis of settlement was put forward for consideration:

(1) An expression of opinion was desired as to:

"The wisdom of a schedule being established, but not in war time, and that a committee should be appointed to discuss it between now and the possible date of establishment."

This proposal was accepted by the representatives of both parties on June 6, 1918, and was again discussed with the Mayor and with the members of the Board of Control as individual members of Council at the session of June 13, and confirmed by them.

(2) "That the percentages of increases granted individually should not be less than the percentages granted to striking employees."

This proposal was accepted by the city's representatives on June 6, 1918, and confirmed by the Mayor at the session of June 13.

(3) "That the dispute then be narrowed down to the adjustment of the equalization brought in by the heads of departments."

This was accepted by both parties at the session of June 6, on the basis of the recommendations to be confirmed by the department heads and the Controllers in charge.

The action taken by the Board of Conciliation under the last clause has already been referred to, while the principle enunciated in clause 2 served as the ground upon which the representatives of the Federation and the city finally reached an agreement.

Clause 1 was not finally agreed upon at the close of the sittings. The Council voiced, through its representatives, a strong objection to any committee dealing with the schedule, for the following reasons:

(a) That no matter what might be done all might be changed when the war ends, and

(b) The city would retain the right to set the duties of its own employees.

The representatives of the city and the Federation conferred together as to the percentages of increase which should be given to the members of the Federation upon the basis agreed upon outlined above in the second proposal. The Board was informed that as a result of the conference between the representatives of the city and the Federation the following rates of increase had been tentatively agreed upon, viz.:

(a) On salaries below $85.00 per month an increase of $13.00 per month.

(b On salaries from $85.00 to $100.00 per month an increase of 16 per cent.

(c) On salaries from $100.01 to $133.35 per month an increase 12 per cent.

(d) On salaries from $133.34 to $166.66 per month an increase of 10 per cent.

The maximum salaries covered by this arrangement was $2,000.00 per annum. No increases were to be allowed on salaries over $2,000.00 per annum, and the maximum increase, when made on a percentage basis, to employees in one class was not to exceed the minimum increase of the class immediately above.

A comparison of these suggested increases with the increases granted to the striking employees shows a slight advantage in favour of the Federation.

As already stated, this tentative agreement was at the request of the Board of Conciliation submitted to an informal meeting of Council, at which the city's representatives sought to get authority to make a settlement with the Federation. The Board was informed, however, that the City Council at that stage had decided not to give this authority to its representatives, and desired the opinion of the Board on the whole matter.

At the next session the city's representatives expressed a desire to introduce evidence as to salaries paid by private employers in the city of Winnipeg to employees performing similar duties to those of the members of the Federation. The Board, however, was of the opinion that in order to consider this matter it would be necessary to make a lengthy inquiry into this and other questions pertinent to that issue, which would be more properly a subject for consideration by a special commission. It was thought that, in view of the tentative understanding arrived at by both parties as above outlined, the existing salaries paid to members of the Federation (subject to equalization in certain cases) was, for the purposes of this investigation, a reasonable basis for a settlement of the matters in dispute for the current fiscal year.

During the proceedings the advisability of establishing a permanent committee to be appointed by both parties to deal with grievances of employees and any questions of a similar character was discussed. The representatives of both parties expressed their concurrence in the desirability of having such a committee, and that the arrangements already made for the appointment of a similar committee between the city and the striking employees should be made applicable between the city and the Federation.

Conclusion.

Having regard to all the foregoing circumstances, the Board of Conciliation and Investigation begs to report and recommend:

(1) That the Equalization Report submitted by the heads of the departments with the amendments set out in the schedule hereto should be adopted.

(2) That the various members of the Federation be given the percentage increases tentatively agreed upon by the representatives of the Federation and the city, as a fair settlement, viz:

(a) On salaries up to and including $1,200.00 per annum, an increase of 16 per cent, with a minimum increase of $13.00 per month.

(b) On salaries above $1,200.00 up to and including $1,600.00 per annum, an increase of 12 per cent.

(c) On salaries above $1,600.00 up to and including $2,000.00 per annum, an increase of 10 per cent.

Such increases to take effect as from May 1, 1918.

(3) That the arrangement for the appointment of a committee to deal with grievances of employees and matters of a similar character made between the city and the striking employees be made applicable as between the city and the Federation.

(4) That a committee should be appointed representing both the city and the employees, and preferably with an outside chairman, to consider how far it is practicable during war time to establish a classification of civic employees along civil service lines.

(Sgd.) F. M. BLACK,
Chairman.

(Sgd.) JAMES AULD,
Member of Board.

(Sgd.) R. S. MCWILLIAMS,
Member of Board.

Dated at Winnipeg, this twenty-first day of June, A.D. 1918.

SCHEDULE REFERRED TO IN THE FOREGOING REPORT.

Name	Position	Present monthly salary	Equalized monthly salary as recommended by Board of Conciliation
J. Mackie	Draftsman	$100.00	$118.50
A. A. Finlay	Chief Engineer	166.66	183.33
J. A. Yellowlees	Engineer	112.50	120.82
J. Aikman	"	112.50	120.82
T. A. Lane	"	112.50	120.82
W. A. Mann	"	112.50	120.82
H. Steinhauer	Fireman	87.49	90.00
S. M. Allen	"	87.49	90.00
G. Bylers	"	87.49	90.00
T. Shepley	"	87.49	90.00
H. Evans	"	87.49	90.00
W. Pownall	"	87.49	90.00
W. G. McNichol	"	87.49	90.00
F. Bartlett	"	87.49	90.00
C. Talbot	"	87.49	90.00
J. Barnett	"	87.49	90.00
W. Peacock	"	87.49	90.00
W. Gall	"	87.49	90.00
F. Gregory	"	87.49	90.00
W. Gardner	"	87.49	90.00
A. McMahon	"	87.49	90.00
H. Gould	"	87.49	90.00
H. Yost	Interpreter	81.50	87.50
E. S. Bowman	Veterinarian	141.66	151.50
H. B. Weston	Health Inspector	84.85	100.00
A. Aitken	Sub-Inspector, Health Dept.	84.85	100.00
A. Barclay	" " "	84.85	100.00
J. McHardy	" " "	84.85	100.00
H. G. D. Thompson	Cashier, Tax Dept.	116.66	120.00
R. L. Long	Assistant Market Superintendent	96.65	100.00
J. B. Lewis	Assistant Hay Inspector	90.00	95.50
J. M. Harvey	Inspector Market Department	90.00	90.00
A. Barrett	" " "	90.00	90.00
E. C. Russell	Clerk	101.75	104.00
J. B. Foster	"	98.35	104.00
A. Dodds	"	97.75	104.00
G. G. G. Milne	Accountant	130.00	135.50
A. W. Skinner	"	110.00	135.50
A. C. Nicholas	Night Watchman	2.75 Per night	2.85 Per night
M. Stanton	Night Watchman	2.75 Per night	2.85 Per night

Copy "Equalization Report" referred to in Report of Board of Conciliation, dated June 21, 1918.

City of Winnipeg, Manitoba,
April 9, 1918.

To the Chairman and Members,
Board of Control,
City Hall, City.

Gentlemen,—

On March 21, your Board, by letter, instructed the department heads to consider the matter of equalizing the salaries of the different staffs and of bringing up to the average rate those which appear to be below standard. Your letter also suggested the department heads conferring together with the object of establishing a uniform salary rate for all positions in the civic service.

Attached herewith please find a list of all monthly salaried employees of the city of Winnipeg. This schedule indicates the present salary and the necessary adjustment, which is the result of careful analysis by the department heads in their work of co-ordinating and equalizing the wages paid to the different staffs. These adjustments, embracing a total staff of 745 employees, call for a total increase of $13,935.80, on a total yearly paylist of $896,088.72.

We recommend that these adjustments be approved by your Board to become effective May 1, 1918, and we further recommend that a bonus of 12 per cent, which does not include the above mentioned adjustments, be awarded to all civic staffs (department heads included), to become effective May 1, 1918.

We have not endeavoured to equalize the salaries of the heads of departments, as we think this is a matter that should be dealt with by your Board, but the general increase applicable to all civic employees can be taken into consideration in the event of subsequent adjustments which your Board may make from time to time in individual cases.

Yours respectfully,

(Sgd.) A. J. DOUGLAS.
(Sgd.) L. W. DONLEY.
(Sgd.) J. E. BUCHANAN.
(Sgd.) J. H. MCCARTHY.
(Sgd.) R. RIDD.
(Sgd.) J. S. NICHOLAS.
(Sgd.) FRANK MAIN.
(Sgd.) G. A. HARRISON.
(Sgd.) W. F. TALLMAN.
(Sgd.) J. G. GLASSCO.
(Sgd.) C. J. BROWN.
(Sgd.) THEO. A. HUNT.
(Sgd.) W. H. EVANSON.
(Sgd.) H. C. THOMPSON.
(Sgd.) HARRY RICH. PATTINSON.
(Sgd.) W. P. BRERETON.
(Sgd.) ARCH. BLACKIE.
(Sgd.) THOS. H. HOOPER.
(Sgd.) JAS. SMITH.
(Sgd.) R. H. AVENT.
(Sgd.) E. H. RODGERS.
(Sgd.) F. A. CAMBRIDGE.
(Sgd.) F. KERR.

SUGGESTED READJUSTMENTS

Name	Position	Present monthly salary	Present yearly salary	monthly salary	yearly salary	monthly increase
1.–J. C. Glassco	Manager	$458.33	$5,500.00			
2.–R. A. Sara	Sales Manager	300.00	3,600.00			
3.–E. V. Caton	Chief Engineer	225.00	2,700.00			
4.–J. W. Sanger	Supt. Gen. Station	185.00	2,220.00			
5.–J. R. Aikman	Station Superintendent	166.66	2,000.00			
6.–L. Smith	St. Lighting Superintendent	166.66	2,000.00			
7.–T. P. Phillips	Transmission Superintendent	166.66	2,000.00			
8.–A. J. Crosbie	Meter Superintendent	166.66	2,000.00			
9.–Wm. Stewart	Line Superintendent	166.66	2,000.00			
10.–A. T. Appleton	Oper. Superintendent	166.66	2,000.00			
11.–R. V. Slavin	Industrial Engineer	141.66	1,700.00	$160.00	$1,920.00	$18.34
12.–E. Newington	Accountant	132.00	1,584.00			
13.–C. B. Farrell	Accountant	130.00	1,560.00			
14.–Mc. K. McLeod	Chief Oper. Gen. Station	130.00	1,560.00			
15.–G. Mossman	Machinist	120.00	1,440.00			
16.–G. H. Smyth	.....	125.00	1,500.00			
17.–F. J. Malby	Assistant Accountant	110.00	1,320.00	150.00	1,560.00	20.00
18.–J. Mackie	Draughtsman	100.00	1,200.00			
19.–W. Cook	Cashier	97.75	1,173.00			
20.–L. F. Taverner	Chief Ledger Keeper	96.25	1,155.00			
21.–J. J. Stephens	Head Ledger Keeper	93.50	1,122.00			
22.–J. M. Clark	Head Ledger Keeper	93.50	1,122.00			
23.–G. H. John	Head Ledger Keeper	93.50	1,122.00			
24.–W. A. Seller	Head Ledger Keeper	93.50	1,122.00			
25.–N. Montgomery	Head Collection Clerk	93.50	1,122.00	100.00	1,200.00	6.50
26.–Thos. Haines	Chief Meter Reader	99.00	1,188.00			
27.–E. A. Baumback	Checker	90.00	1,080.00			
28.–D. Campbell	Checker	90.00	1,080.00			
29.–H. J. Franklin	Application Clerk	90.00	1,080.00			
30,–A. Graham	Assistant Ledger Keeper	90.00	1,080.00			
31.–T. G. Allerdice	Assistant Ledger Keeper	90.00	1,080.00			
32.–D. Sinclair	Assistant Ledger Keeper	90.00	1,080.00			
33.–R. W. Harris	Assistant Ledger Keeper	90.00	1,080.00			
34.–H. M. Stewart	Extension Clerk	90.00	1,080.00			
35.–A. E. Taylor	Assistant Extension Clerk	96.25	1,155.00			
36.–W. Morris	Inspector	90.00	1,080.00			
37.–Geo. Markarski	Solicitor	90.00	1,080.00			
38.–V. Watters	Clerk	90.00	1,080.00			
39.–N. Brodie	Secretary	90.00	1,080.00			
40.–J. Swan	Appliance Salesman	90.00	1,080.00			
41.–W. R. Roland	Collection Clerk	85.00	1,020.00			
42.–A. Dunwoody	Collection Clerk	85.00	1,020.00			
43.–G. Gauld	Second Asst. Ledger Keeper	85.00	1,020.00			
44.–E. B. Ledger	Second Asst. Ledger Keeper	85.00	1,020.00			
45.–F. Megarry	Change of Name Clerk	93.50	1,122.00			
46.–J. Fincham	Meter Reader	85.00	1,020.00			
47.–J. McBride	Meter Reader	85.00	1,020.00			
48.–J. Johannson	Meter Reader	85.00	1,020.00			
49.–J. A. Smith	Meter Reader	85.00	1,020.00			
50.–A. M. Wilkes	Meter Reader	85.00	1,020.00			
51.–G. Rattray	Meter Reader	85.00	1,020.00			
52.–W. T. King	Meter Book Clerk	85.00	1,020.00	100.00	1,200.00	15.00
53.–W. J. W. Finlay	Solicitor	85.00	1,020.00			
54.–M. Downey	Counter Clerk	81.40	976.80			
55.–W. A. Evans	Business Clerk	80.00	960.00			
56.–F. E. Anthony	Change of Name Clerk	80.00	960.00			
57.–A. W. Hill	Meter Dept. Clerk	80.00	960.00			
58.–John McCann	Janitor	76.40	916.80			
59.–C. F. Davis	Change of Name Clerk	76.40	916.80			
60.–O. S. Dowd	Meter Reader	75.00	900.00			
61.–W. Miller	Meter Dept. Clerk	75.00	900.00			
62.–J. Arnold	Meter Reader	75.00	900.00			
63.–T. Shepperson	Meter Reader	75.00	900.00			
64.–J. Freeman	Line Order Clerk	74.75	897.00			
65.–G. H. Mutiner	Collection Clerk	74.75	897.00			
66.–Miss H. M. Hawkins	Stenographer	74.75	897.00			
67.–Miss D. Boys	Asst. Cashier	74.75	897.00			
68.–R. Whiteside	Special Biller	70.00	840.00			

SUGGESTED READJUSTMENTS.—Continued

Name	Position	Present monthly salary	Present yearly salary	Monthly salary	Yearly salary	Monthly increase
69.–Miss D. Whicher	Stenographer	70.00	840.00			
70.–Miss M. Semple	Pick-up Clerk	69.00	828.00			
71.–Miss N. Teasdale	Clerk	70.00	840.00			
72.–Miss A. McBride	Telephone Operator	70.00	840.00			
73.–Miss D. Erskine	Statistician	67.50	810.00			
74.–Miss B. Haly-Hurton	Cash Listing Clerk	65.00	780.00			
75.–Miss S. Gordon	Counter Clerk	65.00	780.00			
76.–Chas. Birch	Bill Deliverer	58.50	702.00			
77.–R. Strugoiki	Bill deliverer	58.50	702.00			
78.–M. Sopotkiwez	Bill deliverer	58.50	702.00			
79.–Miss J. Ross	Change of Name Clerk	55.00	660.00			
80.–Miss D. Nutter	Name Indexer	50.00	600.00			
81.–Miss M. Mulvey	Collection Clerk	50.00	600.00			
82.–Miss R. Ross	Cash Listing Clerk	55.00	650.00			
83.–Miss S. U. Meade	Assist. Statistician	57.50	690.00			
84.–Mrs. Wrighton	Cook at Residence	50.00	600.00			
85.–Mrs. M. Owans	Demonstrator	45.00	540.00			
86.–Miss J. Wallace	Hollerith Operator	40.00	480.00			
87.–Miss B. Beer	Hollerith Operator	40.00	480.00			
88.–C. F. Campbell	Transcona Representative	40.00	480.00			
89.–Miss L. Reynolds	Hollerith Operator	40.00	480.00			
90.–N. Horn	Repairs	40.00	480.00			
91.–Miss E. M. King	Junior Book Clerk	40.00	480.00			
92.–R. Strong	Assistant Saleman	32.50	390.00			
93.–Miss A. Horn	Filing Clerk	35.00	420.00			
94.–Miss Lecoy	Residence Maid	30.00	360.00			
95.–F. Nicholson	Office Boy	27.70	332.40			
96.–W. Clark	Mailing Boy	25.00	300.00			
97.–F. R. Chudleigh	Meter Reader	5.00	60.00			
98.–L. Phomin	Solicitor	Day 1.25				
99.–E. N. Penwarden	Solicitor	" 1.25				
100.–A. Redmond	Solicitor	" 1.26				
101.–E. W. Merridew	Solicitor	" 1.25				
102.–McEachern	Stove Repair	.40	.....	45c hr.	.....	5c. hr.
103.–Miss W. Neal	Billing Machine Operator	.0055 per	bill.			
104.–Miss E. W. McCauley	" " " "	.0055 "	"			
105.–Miss N. Schwartz	" " " "	.0055 "	"			
	TREASURER'S DEPARTMENT.					
106.–M. Galbraith	Asst. City Treasurer	185.00	2,220.00			
107.–R. O. White	Chief Clerk	150.00	1,800.00	155.00	1,860.00	5.00
108.–T. A. Watters	Cashier	99.00	1,088.00			
109.–R. Jack	Clerk	76.40	916.80			
110.–L. Chartrant	Clerk	40.00	489.00	50.00	600.00	10.00
110.–L. C Hayes	Paymaster	169.41	2,033.00	174.41	2,093.00	5.00
111.–W. B. Brown	Clerk	96.25	1,055.00			
112.–F. Smith	Pay Wagon Teamster	30.00	360.00			
	WATERWORKS DEPARTMENT					
113.–H. B. Teasdale	Chief Clerk	156.03	1,872.36	116.66	2,000.00	10.63
114.–S. Holloway	Audit Blg. Clerk	114.57	1,394.84			
116.–E. C. Russell	Clerk	101.75	1,221.00			
117.–J. B. Foster	Ledger Clerk	98.35	1,110.20	103.35	1,240.20	5.00
118.–A. Dodds	Cashier	97.75	1,173.00	103.35	1,240.20	5.60
119.–W. Jones	Clerk	94.12	1,129.44			
120.–S. Goodman	Ledger Clerk	85.00	1,020.00	98.35	1,180.20	13.35
121.–M. Shields	Billing Machine Operator	74.75	897.00			
122.–R. D. Ireland	Ledger Clerk	80.00	960.00	93.35	1,000.00	13.35
123.–G. M. Williamson	Counter Clerk	75.00	900.00	83.33	760.00	8.33
124.–W. G. Kidd	Assistant Cashier	70.00	840.00	72.50	870.00	2.50
125.–J. B. Martin	Assistant Ledger Clerk	67.50	810.00	72.50	870.00	5.00
126.–H. V. Mansell	Cash Book Writer	65.00	780.00			
127.–S. P. Olsen	Assistant Ledger Clerk	60.00	720.00	65.00	780.00	5.00
128.–E. Jones	Assistant Ledger Clerk	60.00	720.00	65.00	780.00	5.00
129.–A. Weatherbie	Assistant Billing Operator	55.00	660.00	60.00	720.00	5.00
130.–T. Hosfield	Junior Stenographer	45.00	540.00			

SUGGESTED READJUSTMENTS—Continued

Name	Position	Present monthly salary	Present yearly salary	monthly salary	yearly salary	monthly increase
131.–W. Rutherford	Inspector	110.00	1,320.00			
132.–H. C. McBurney	Meter Reader	85.00	1,020.00			
133.–J. Wilson	" "	85.00	1,020.00			
134.–H. Hall	" "	85.00	1,020.00			
135.–F. C. Morgan	" "	85.00	1,020.00			
136.–A. Thomas	" "	85.00	1,020.00			
137.–H. McDowell	" "	85.00	1,020.00			
STREET COMMISSIONER'S DEPARTMENT						
138.–A. E. Hunter		110.00	1,320.00			
139.–E. J. Pope		100.00	1,200.00			
140.–Chas. Fortt		88.00	1,056.00	105.00	1,260.00	17.00
141.–J. J. Higgins		88.00	1,056.00	100.00	1,200.00	12.00
142.–S. W. Bonner		35.00	420.00			
SURVEY DEPARTMENT						
143.–J. B. Scott	Instrument Man	105.00	1,260.00	120.00	1,440.00	15.00
144.—H. A. Bayne	Draughtsman	100.00	1,200.00			
145.–W. J. E. Parker	Draughtsman	90.00	1,080.00			
146.–W. B. Garter	Stenographer	40.00	480.00	50.00	600.00	
CITY CLERK'S DEPARTMENT						
147.–C. J. Brown	City Clerk	500.00	6,000.00			
148.–M. Peterson	Asst. City Clerk and Secretary Board of Control	250.00	3,000.00			
149.–G. F. Bentley	Chief Clerk	166.66	2,000.00			
150.–W. Lawson	Clerk	110.00	1,320.00			
151.–H. J. Boyd	Clerk	85.00	1,020.00	93.33	1,120.00	5.33
152.–A. G. Newcombe	Clerk and Stenographer	80.00	960.00	88.33	1,060.00	8.33
153.–S. Scriven	Clerk and Typist	55.00	660.00			
154.–G. L. Gardner	Clerk and Stenographer	50.00	600.00	60.00	720.00	10.00
155.–E. P. Savage	Clerk and Typist	50.00	600.00	55.00	660.00	5.00
156.–C. Charlton	Junior Clerk	35.00	420.00	45.00	540.00	10.00
OPERATING SUPERINTENDENT OF WATER WORKS						
157.–T. H. Hooper	Operating Superintendent	200.00	2,400.00			
158.–J. H. Miller	Chief Clerk	112.50	1,350.00			
159.–Vacancy	Meter and Service	108.33	1,300.00			
160.–P. J. J. South	Clerk	95.83	1,150.00			
161.–J. Boyd	Clerk	87.50	1,050.00			
162.–J. Midwinter	Clerk and Draughtsman	85.00	1,020.00			
163.–H. Slocome	Yards Storekeeper	85.00	1,020.00			
164.–Miss M. Herman	Clerk and Stenographer	70.00	840.00			
165.–H. Lister	Asst. Yards Storekeeper	70.00	840.00			
166'–J. Sharp	Junior Clerk	33.00	396.00	35.00	420.00	2.00
167.–E. Masters	General Foreman	125.00	1,500.00	130.00	1,560.00	5.00
168.–R. Lower	Hydrant Foreman	108.33	1,300.00			
169.–W. Boles	Acting Meter Foreman	93.50	1,120.00			
170.–J. Ellis	Acting Service & Leak Inspection Foreman	93.50	1,120.00			
CITY ENGINEER'S DEPARTMENT						
171.–W. P. Brereton	City Engineer	358.33	4,300.00			
172.–W. Aldridge	Assistant Engineer	200.00	2,400.00			
173.–B. Hallock	Assistant Engineer	200.00	2,400.00			
174.–A. Leighton	Master Mechanic	150.00	1,800.00			
175.–A. B. Neilson	Assistant Engineer	130.41	1,565.00			
176.–H. H. Howlett	Assistant Engineer	125.00	1,500.00			
177.–J. A. Wakefield	Instrument Man	116.66	1,400.00			
178.–W. J. Ducket	Chief Clerk	115.66	1,400.00			
179.–A. W. Eyres	Assistant Computer	100.00	1,200.00			
180.–J. A. McCormick	Draughtsman	95.00	1,140.00			
181.–J. W. Cameron	Inspector	95.00	1,140.00			

SUGGESTED READJUSTMENTS.—Cont.

Name	Position	Present monthly salary	Present yearly salary	Monthly salary	Yearly salary	Monthly increase
182.–J. M. Jameson	Clerk	87.50	1,050.00			
183.–W. Roche	Assistant Computer	87.50	1,050.00			
184.–J. Fraser	Draughtsman	87.50	1,050.00			
185.–W. Bower	Instrument Man	87.50	1,050.00			
186.–G. Deering	Instrument Man	87.50	1,050.00			
187.–H. Bower	Rod Man	76.30	915.60			
188.–C. W. Winkworth	Clerk	75.00	900.00			
189.–Miss G. C. Brown	Stenographer	65.00	780.00			
190.–Chas. Moon	Filing Clerk and Blue Printer	35.00	420.00	45.00	540.00	10.00
CITY ENGINEER—WATER WORKS OPERATING						
191.–A. A. Finlay	Chief Engineer	166.66	2,000.00			
192.–J. A. Yellowlees	Engineer No. 1	112.50	1,350.00	120.00	1,440.00	7.50
193.–J. Aikman	Engineer	112.50	1,350.00	120.00	1,440.00	7.50
194.–T. J. Lane	Engineer	112.50	1,350.00	120.00	1,440.00	7.50
195.–W. A. Mann	Engineer	112.50	1,350.00	120.00	1,440.00	7.50
196.–J. T. Laventure	Engineer No. 5	104.16	1,250.00			
197.–J. J. Reaney	Engineer	104.16	1,250.00			
198.–G. Grassweller	Engineer	104.16	1,250.00			
199.–G. Aikman	Engineer No. 6	104.16	1,250.00			
200.–A. F. Anderson	Engineer	104.16	1,250.00			
201.–A. Brown	Engineer	104.16	1,250.00			
202.–H. Cooper	Engineer No. 8	104.16	1,250.00			
203.–W. Wilson	Engineer	104.16	1,250.00			
204.–W. Laver	Engineer	104.16	1,250.00			
205.–W. Scott	Fireman No. 1	90.00	1,080.00			
206.–G. Buckley	Fireman No. 1	90.00	1,080.00			
207.–A. Sanders	Fireman	90.00	1,080.00			
208.–A. C. M. Hill	Boilerman No. 1	90.00	1,080.00			
209.–G. B. Deans	Gardner	90.00	1,080.00			
210.–G. Mawford	Helper No. 8	81.50	978.00			
211.–H. Cook	Operator No. 17	100.00	1,200.00	Light Fuel and Water Free.		
212.–A. Dougal	Operator No. 18	100.00	1,200.00			
213.–C. Boyd	Operator No. 20	100.00	1,200.00			
214.–J. Pinkerton	Operator No. 22	100.00	1,200.00			
215.–W. Musgrove	Operator No. 23	100.00	1,200.00			
216.–T. Page	Operator No. 24	100.00	1,200.00			
217.–J. Charfield	Operator No. 25	100.00	1,200.00			
CITY ENGINEER'S DEPARTMENT—FIRE SERVICE WATER WORKS						
218.–A. W. Barker	Superintendent	208.33	2,500.00			
219.–G. Evans	Shift Engineer	120.82	1,450.00			
220.–J. Anderson	Shift Engineer	120.82	1,450.00			
221.–A. A. Hole	Shift Engineer	120.82	1,450.00			
222.–J. Develin	Engineer	120.82	1,450.00			
223.–C. E. Strutt	"	120.82	1,450.00			
224.–T. Calcott	"	120.82	1,450.00			
225.–H. Steinhauer	Fireman	87.49	1,050.00			
226.–S. M. Allen	"	87.49	1,050.00			
227.–F. Bamber	"	87.49	1,050.00			
228.–G. Byiers	"	87.49	1,050.00			
229.–A. W. Underdown	"	87.49	1,050.00			
230.–T. Shepley	"	87.49	1,050.00			
231.–H. Evans	"	87.49	1,050.00			
232.–W. Pownall	"	87.49	1,050.00			
233.–W. G. McNichol	"	87.49	1,050.00			
234.–F. Bartlett	"	87.49	1,050.00			
235.–C. Talbot	"	87.49	1,050.00			
236.–J. Barnett	"	87.49	1,050.00			
237.–W. Peacock	"	87.49	1,050.00			
238.–W. Gall	"	87.49	1,050.00			
239.–F. Gregory	"	87.49	1,050.00			
240.–W. Gardner	"	87.49	1,050.00			
241.–A. McMahon	"	87.49	1,050.00			
242.–H. Gould	"	87.49	1,050.00			

SUGGESTED READJUSTMENTS—Continued

Name	Position	Present monthly salary	Present yearly salary	monthly salary	yearly salary	monthly increase
	CITY CHEMIST'S DEPARTMENT					
243.–A. Blackie	City Chemist	150.00	1,800.00			
244.–R. Murdoch	Junior Assistant	25.00	300.00	35.00	420.00	10.00
	PLUMBING AND SEWER DEPARTMENT					
245.–James Smith	Chief Plumbing and Sewer Inspector	200.00	2,400.00			
246.–John McNeill	Asst. Plumbing Inspector	129.16	1,550.00			
247.–R. Jones	General Foreman of Sewer Mtce	121.16	1,454.00	125.00	1,500.00	3.84
248.–Wm. McFarlane	Plumbing Inspector	114.58	1,375.00			
249.–Sam Coop	Asst. Chief Sewer Inspector	104.16	1,250.00			
250.–M. Holmes	Clerk	91.66	1,100.00	105.00	1,260.00	13.34
251.–Walter Eatough	Sewer Insp. & Clerk	85.00	1,020.00			
	CITY CONTROLLER'S DEPARTMENT					
252.–W. H. Evanson	City Comptroller	416.66	5,000.00			
253.–W. T. Rutherford	Asst. Comptroller	216.66	2,600.00			
254.–W. J. Beer	Chief Audit Clerk	135.00	1,620.00	150.00	1,800.00	15.00
255.–J. F. Wright	Accountant	135.00	1,620.00			
256.–G. G. G. Milne	Accountant	130.00	1,560.00	135.00	1,620.00	5.00
256.–W. B. Cheshire	Clerk	114.50	1,375.00			
257.–J. W. Skinner	Accountant	110.00	1,320.00	135.00	1,620.00	25.00
258.–A. F. Cabral	Clerk	100.00	1,200.00			
269.–B. C. Hughes	Clerk	100.00	1,200.00			
270.–T. W. Carney	Clerk	95.00	1,140.00			
271.–Rebe Ellis	Clerk	95.00	1,140.00			
272.–Geo. Taylor	Clerk	90.00	1,080.00			
273.–S. H. Bailey	Audit Clerk	90.00	1,080.00	100.00	1,200.00	10.00
274.–A. Wamsley	Clerk	85.00	1,020.00			
275.–D. Gonsalves	Clerk	83.33	1,000.00			
276.–H. V. Deavers	Clerk	81.50	978.00	83.33	1,000.00	1.83
277.–A. G. Youill	Clerk	80.00	960.00			
278.–Christine Ross	Clerk	70.00	840.00			
279.–L. Allan	Clerk	65.00	780 00	70.00	840.00	5.00
280.–Cathrine Downing	Stenographer	60.00	720.00			
	LIBRARY DEPARTMENT					
281.–J. H. McCarthy	Librarian	229.20	2,750.00			
282.–H. E. Jackson	Asst. Librarian	125.00	1,500.00			
283.–R. C. Johnstone	Reference Librarian	133.33	1,600.00			
284.–G. S. Scoble	Branch Librarian	87.50	1,050.00			
285.–I. Paterson	Br. St. Librarian	83.33	1,000.00			
286.–Mrs. G. Evans	Branch Librarian	80.50	967.00			
287.–Louis Smith	Asst. Caretaker	73.80	885.60	75.00	900.00	1.20
288.–T. J. Simmons	Caretaker	76.40	916.60			
289.–Colin Telfer	Branch Caretaker	71.15	854.00	75.00	900.00	3.85
290.–Alex. W. Law	Secretary	70.85	850.00	75.00	900.00	4.15
291.–Edith McColl	Registration Department	70.85	850.00			
292.–Mrs. N. M. Price	Juv. Librarian	63.50	763.00	66.66	800.00	3.15
293.–E. Whittaker	Supervisor Circulation	62.50	750.00	66.66	800.00	4.15
294.–Mrs. E. F. McMurtry	Clerk	58.50	702.00	60.00	720.00	1.50
295.–Mrs. Nella Maxwell	Clerk	58.50	702.00			
296.–Mrs. J. Meikle	Clerk	58.50	702.00	60.00	720.00	1.50
297.–Mrs. Edith Hubbard	Clerk	58.50	702.00	60.00	720.00	1.50
298.–Alberta Jones	1st Asst. Cornish Branch	57.50	690.00	60.00	720.00	2.50
299.–Ethel Beer	Counter Clerk	57.50	690.00			
300.–M. L. Lovell	1st Asst. Circulation	57.50	690.00	60.00	720.00	2.50
301.–Myrtle Kelly	Counter Clerk	57.50	690.00			
302.–Mrs. P. Campbell	Clerk, Br. St. Sept	57.50	690.00			
303.–Jean Nichol	Clerk	57.50	690.00			
304.–Lila Ellis	Clerk	57.50	690.00			
305.–Eleanor McMurray	Clerk	57.50	690.00			
306.–Tannis Semmens	Clerk	57.50	690.00	60.00	720.00	2.50
307.–A. N. F. Munro	Clerk	57.50	690.00	60.00	720.00	2.50

SUGGESTED READJUSTMENTS.—Continued

Name	Position	Present monthly salary	Present yearly salary	Monthly salary	Yearly salary	Monthly increase
308.–Frances Astley	Clerk	57.50	690.00			
309.–Mrs. M. Smith	Caretaker	56.00	672.00	62.50	750.00	6.50
310.–Catherine Watts	Clerk	55.00	660.00			
311.–K. Maywood	Clerk	55.00	660.00			
312.–Ethel Parr	Clerk	50.00	600.00			
313.–Margarey Wilson	Clerk	50.00	600.00			
314 –Mrs. Mae Davies	Clerk	51.00	612.00			
315.–Jean McLean	Clerk	50.00	600.00			
	CITY HEALTH DEPARTMENT					
316.–Dr. A. J. Douglas	Medica lHealth Officer	417.66	5,000.00			
	CHIEF OF DIVISIONS					
317.–Dr. W. J. Sharman	Act. Bacteriologist	220.85	2,650.00	230.85	2,770.00	10.00
318.–J. H. Pearson	Div. of Sanitation Refuse Collection, etc	241.66	2,900.00			
319.–P. B. Tustin	Food and Dairy	233.33	2,800.00			
320.–A. W. J. Hague	Asst. Chief Housing and Law	183.33	2,200.00			
321.–W. J. T. Watt	Communicable Disease	166.66	2,000.00	176.66	2,120.00	10.00
322.–A. G. Lawrence	Sec. & Div. of Statistics	133.33	1,600.00	150.00	1,800.00	16.66
323.–E. S. Bowman	Veterinary	141.66	1,700.00			
324.–E. C. Brown	Dairy Inspector	128.33	1,540.00			
325.–A. Rigby	Horse Mtce	42.50	510.00			
326.–W. F. Thornley	Deputy Chief & Smoke Inspr.	137.50	1,650.00			
327.–J. W. Stewart	Supt. of Scavenging	128.33	1,540.00			
328.–R. J. Buckingham	Stables Foreman	120.85	1,450.00			
329.–A. Officer	Tenement Inspector	119.25	1,430.00			
330.–G. Hanby	Communicable Diseases Inspr.	125.00	1,500.00			
331.–A. W. Foote	Food Inspector	123.75	1,485.00			
332.–G. R. Mines	Food Inspector	100.00	1,200.00			
333.–D. Little	Scavenging Assistant	100.00	1,200.00	107.00	1,284.00	7.00
334.–F. Lutley	Creamery Inspector	95.85	1,150.00			
335.–H. S. Sturges	Communicable Diseases Insp.	87.50	1,050.00	100.00	1,200.00	12.50
336.–A. Paull	Communicable Diseases Inspr.	87.50	1,050.00	100.00	1,200.00	12.50
337.–H. B. Weston	Inspector	84.85	1,018.00	94.85	1,138.00	10.00
	SUB-INSPECTORS, SENIOR CLERK, QUALIFIED NURSES, AND OTHER OFFICIALS.					
338.–W. Hanby	Inspector's Clerk	108.35	1,300.00			
339 –M. Agranovich	Sub-Inspector	100.00	1,200.00			
340.–C. W. Chisholm	Sub-Inspector	100.00	1,200.00			
341.–O. S. Oliver	Sub-Inspector	100.00	1,200.00			
342.–H. Olson	Sub-Inspector	100.00	1,200.00			
343.–S. Scheving	Sub-Inspector	100.00	1,200.00			
344.–M. Wilson	Laboratory Assistant	91.66	1,100.00			
345.–R. McQuillan	Sub-Inspector	87.50	1,050.00	100.00	1,200.00	12.50
346.–H. Moore	Sub-Inspector	87.50	1,050.00	100.00	1,200.00	12.50
347.–B. C. Brough	Sub-Inspector	87.50	1,050.00	100.00	1,200.00	12.50
348.–D. Braschuk	Sub-Inspector	87.50	1,050.00	100.00	1,200.00	12.50
349.–M. Wonnacott	Child Welfare Nurse	87.50	1,050.00			
350.–E. L. Harrison	Milk Depot Chauffeur	85.00	1,020.00			
351.–J. Underhill	Communicable Diseases Clerk.	85.00	1,020.00			
352.–A. Aitken	Sub-Inspector	84.85	1,018.00	95.66	1,138.00	10.81
353.–A. Barclay	Sub-Inspector	84.85	1,018.00	95.66	1,138.00	10.81
354.–J. McHardy	Sub-Inspector	84.85	1,018.00	95.66	1,138.00	10.81
355.–M. Barr	Child Welfare Nurse	83.33	1,000.00			
356.–L. Fraser	Child Welfare Nurse	83.33	1,000.00			
357.–L. Spratt	Child Welfare Nurse	83.33	1,000.00			
358.–C. Maddin	Child Welfare Nurse	83.33	1,000.00			
359.–M. McCallum	Child Welfare Nurse	83.33	1,000.00			
360.–P. Adair	Child Welfare Nurse	75.00	900.00			
361.–A. Moore	Child Welfare Nurse	75.00	900.00			
362.–C. Munro	Child Welfare Nurse	75.00	900.00			
363.–K. Vanetta	Tub. Nurse	75.00	900.00			
364.–B. Hookey	Tub. Nurse	75.00	900.00			

SUGGESTED READJUSTMENTS—Continued

Name	Position	Present monthly salary	Present yearly salary	Monthly salary	Yearly salary	Monthly increase
	MISCELLANEOUS GRADINGS					
365.–K. H. Wilkie	Tub. Nurse	68.33	820.00	75.00	900.00	6.66
366.–P. Bennett	Quar. Hospital Caretaker	85.00	1,020.00			
367.–J. Miller	Interpreter Inspector	84.85	1,018.00			
368.–K. Menna	Milk Depot Dispenser	81.50	978.00			
369.–A. Johnson	Milk Depot. Asst. Dispenser	76.10	913.20			
370.–W. Aldham	Stenographer—Clerk	55.00	660.00	60.00	720.00	5.00
371.–G. Moore	Junior Clerk	50.00	600.00			
372.–H. Robinson	Laboratory Boy	45.00	540.00			
373.–H. Baxter	Milk Depot Asst	40.25	483.00	45.00	540.00	4.75
374.–C. McNaughton	Milk Depot Asst	34.50	414.00	43.33	520.00	8.83
375.–D. Le Capallina	Milk Depot Asst	34.50	414.00	43.33	520.00	8.83
	REPAIR SHOP DEPARTMENT					
376.–Frank Main	Superintendent	166.66	2,000.00			
377.–S. C. P. Collier	Clerk	96.25	1,155.00			
	SALARIES—TAX OFFICE.					
1.–H. R. Pattison	Collector	291.66	3,500.00			
2.–R. W. Brown	Asst. Collector	179.15	2,150.00	191.66	2,300.00	12.51
3.–T. R. Mathew	Acting Chief Clerk	127.00	1,525.00	133.33	1,600.00	6.33
4.–O. P. Lambourne	Clerk	112.50	1,350.00			
5.–G. H. Grindley	Clerk	112.50	1,350.00			
6.–H. G. D. Thompson	Cashier	115.66	1,400.00			
7.–T. B. Logan	Clerk & Asst. Cashier	106.25	1,275.00	112.50	1,350.00	6.25
8.–W. H. Pearson	Clerk	96.25	1,155.00			
9.–A. E. Birch	Clerk	104.16	1,250.00			
10.–M. M. Macklin	Clerk and Stenographer	85.00	1,020.00			
11.–W. G Clarke	Clerk and Stenographer	90.00	1,080.00			
12.–W. G. Bell	Clerk	85.00	1,020.00			
13.–J. Sibbald	Bailiff	85.00	1,020.00			
14.–D. Reid	Clerk	85.00	1,020.00			
15.–R. Hand	Clerk	85.00	1,020.00			
16.–S. R. Bryan	Clerk	83.65	1,003.86	85.00	1,020.00	1.35
17.–W. H. Hopkins	Clerk	85.00	1,020.00			
18.–J. Holden	Clerk	83.65	1,003.86	85.00	1,020.00	1.35
	ASSESSMENT DEPARTMENT					
1.–L. W. Donley	Assessment Commissioner	291.66	3,500.00			
2.–J. G. Hay	Assist. Assessment Com.	162.50	1,950.00	179.25	2,150.00	16.75
3.–J. R. Fraser	Assessor	120.00	1,440.00	133.33	1,600.00	13.33
4.–W. M. Hay	"	120.00	1,440.00	133.33	1,600.00	13.33
5.–W. E. Small	"	120.00	1,440.00	133.33	1,600.00	13.33
6.–E. W. Watts	"	120.00	1,440.00	133.33	1,600.00	13.33
7.–Chas. Carnegy	"	120.00	1,440.00	133.33	1,600.00	13.33
8.–C. F. Rosenow	Local Improvement Clerk	97.50	1,170.00	116.55	1,400.00	19.06
9.–Lionel Behnna	Clerk	100.00	1,200.00	112.50	1,350.00	12.50
10.–Jas. McKenzie	"	95.00	1,140.00	112.50	1,350.00	17.50
11.–Marriett Ramsay	"	95.00	1,140.00	112.50	1,350.00	17.50
12.–A. W. Smith	"	95.00	1,140.00	112.50	1,350.00	17.50
13.–J. D. Marshall	"	95.00	1,140.00	95.85	1,150.00	.85
14.–Theo. Kochan	"	90.00	1,080.00	95.85	1,150.00	5.85
15.–Chas. McKay	"	90.00	1,080.00	95.85	1,150.00	5.85
16.–Frederic Swift	Clerk	90.00	1,080.00	95.85	1,150.00	5.85
17.–G. J. Macalpine	"	90.00	1,080.00	95.85	1,150.00	5.85
18.–G. A. Elliott	"	87.50	1,050.00	90.00	1,080.00	2.50
19.–W. Kincaid	"	85.00	1,020.00			
20.–Herbert Bailey	"	85.00	1,020.00			
21.–S. J. Garrard	"	85.00	1,020.00			
22.–W. A. Hunt	"	80.00	960.00	85.00	1,020.00	5.00
23.–W. J. Watson	"	80.00	960.00	35.00	1,020.00	5.00
24.–Clerk to fill place of R.	Motz	100.00	1,200.00			
25.–Bertha Wiggins	Stenographer	60.00	720.00			

SUGGESTED READJUSTMENTS

Name	Position	Present monthly salary	Present yearly salary	monthly salary	yearly salary	monthly increase
	LAW DEPARTMENT					
1.–T. A. Hunt	Corporation Counsel and City Solicitor	585.33	7,000.00			
2.–J. Preudhommme	Asst. Solicitor	250.00	3,000.00			
3.–R. W. Wydeman	Asst. Solicitor	200.00	2,400.00			
4.–I. H. Waitt	Contract Clerk	120.00	1,140.00	150.00	1,800.00	30.00
5.–E. Lockwood	Stenographer	80.00	950.00	90.00	1,080.00	10.00
6.–A. H. McBean	Stenographer	70.00	840.00	80.00	950.00	10.00
7.–W. R. Eatough	Clerk	35.00	420.00	45.00	540.00	10.00
	LICENSE AND RELIEF DEPARTMENT					
1.–W. Campbell	Asst. License Insp.	97.75	1,073.00	116.66	1,400.00	18.91
2.–D. Craig	Clerk	83.33	1,000.00	100.00	1,200.00	16.67
3.–R. Ellison	Sub-Inspector and Automobile Inspector	90.00	1,080.00			
4.–Miss E. Crosbie	Cashier and Stenographer	63.25	759.00	79.16	950.00	15.91
5.–G. N. Ellis	Acting Bicycle Detective	97.75	1,173.00	104.16	1,250.00	6.41
6.–W. F. Ekins	Sub-Bicycle Detective	85.00	1,020.00	89.16	1,070.00	4.16
7.–C. R. Fisher	Clerk Hospital Coll.	84.75	1,017.90	100.00	1,200.00	15.25
8.–D. J. Graham	Hospital Collector	86.25	1,035.00	95.83	1,150.00	9.58
9.–E. Tony	Hospital Collector	81.83	982.00	91.66	1,100.00	9.83
10.–J. R. Van Norman	Pound Keeper	108.33	1,300.00			
11.–W. Hamilton	Asst. Pound Keeper	78.00	936.00			
12.–L. J. DeNobele	Asst. Mgr. Empt. Bureau	100.00	1,200.00			
13.–Miss E. E. Murray	Female Agent, Empl. Bureau	74.75	897.00			
	DEPARTMENT OF MARKET SUPERINTENDENT					
14.–R. L. Long	Asst. Market Supt.	96.66	1,160.00	116.66	1,400.00	20.00
15.–J. P. Lewis	Asst. Hay Inspector	90.00	1,080.00	108.33	1,300.00	18.33
16.–J. M. Harvey	Inspector	90.00	1,080.00	100.00	1,200.00	10.00
17.–A. Barrett	Inspector	90.00	1,080.00	100.00	1,200.00	10.00
18.–W. Bryan	Weighmaster Ward 1	85.00	1,020.00			
19.–James Mullins	Weighmaster Ward 4	85.00	1,020.00			
20.–A. Towle	Weigh Master Ward 5	85.00	1,020.00			
21.–F. Fowler	Weigh Master Ward 7	85.00	1,020.00			
	BUILDING INSPECTOR'S DEPARTMENT					
22.–R. E. Davies	Asst. and Architect	133.33	1,600.00	150.00	1,800.00	16.67
23.–T. E. Briggs	Chief Clerk	115.00	1,380.00	116.66	2,000.00	1.66
24.–G. T. Rodgers	Field Inspector	109.16	1,310.00	116.66	2,000.00	7.50
25.–W. J. Atkinson	Field Inspector	109.16	1,310.00	116.66	2,000.00	7.50
26.–H. Vance	Field Inspector	109.16	1,310.00	116.66	2,000.00	7.50
27.–W. Cottam	Field Inspector	109.16	1,310.00	116.66	2,000.00	7.50
	STOREKEEPER'S DEPARTMENT					
28.–S. A. Restall	Clerk	115.00	1,380.00			
29.–G. R. Mackey	"	115.00	1,380.00			
30.–B. J. Cosey	"	115.00	1,380.00			
31.–W. J. Pascoe	"	100.00	1,200.00			
32.–E. Etches	"	99.00	1,188.00	100.00	1,200.00	1.00
33.–A. M. Woolley	"	91.66	1,100.00	100.00	1,200.00	8.34
34.–P. V. E. Jones	"	80.00	960.00	90.00	1,080.00	10.00
35.–W. Carlisle	Storeman, James St. Yards	116.66	1,400.00			
36.–A. G. Cowley	" " " "	90.00	1,080.00			
37.–W. Agger	" " " "	90.00	1,080.00			
38.–M. Stanton	Night Watchman	2.75	per night of 14 hrs.	3.00 per night	.....	.25 night
	ELECTRICAL DEPARTMENT					
39.–F. A. Cambridge	City Electrician	300.00	3,600.00			
	FIRE AND POLICE BRANCH—					
40.–J. S. Henry	Chief Oper. F. & P. Telephone System	141.66	1,700.00			
41.–M. L. Andrew	1st Asst. Oper. Fire Alarm Telephone System	125.00	1,500.00			
42.–Thos. Leigh	Asst. Oper. Fire Alarm	100.00	1,200.00			
43.–C. V. Smith	Asst. Oper. Fire Alarm	100.00	1,200.00			
44.–Jas. Johnston	Oper. in training Fire Alarm,— 3 months	70				
	Then	80.00				

SUGGESTED READJUSTMENTS—Continued.

Name	Position	Present monthly salary	Present yearly salary	Monthly salary	Yearly salary	Monthly increase
45.–D. H. Hughes	Driver F. &. P. Tele. System	70.00	840.00			
46.–C. H. Wilkes	Supt. of Lines	150.00	1,800.00	166.66	2,000.00	15.66
INSPECTION, INSIDE WIRING BRANCH—						
47.–S. Langley	Chief Inspector	137.50	1,650.00			
48.–Geo. Newman	First Asst. Inspector	116.66	1,400.00			
49.–F. Shepherd	Asst. Inspector	108.33	1,300.00	116.66	1,400.00	8.33
OFFICE STAFF—						
50.–H. M. Smith	Eng. and Draughtsman	108.33	1,300.00	125.00	1,500.00	16.77
51.–S. Bielby	Permit Clerk	91.66	1,100.00			
52.–T. A. Panzer	Stenographer	60.00	720.00			
BATHS AND COMFORT STATION						
G. A. Harrison	Superintendent	125.00	1,500.00			
Mrs. Harrison	Matron	60.00	720.00			
A. Stiles	Engineer	93.50	1,122.00			
A. Goodchild	Attendant	74.75	897.00			
B. Evans	"	76.05	912.60			
H. Moyses	"	76.05	912.60			
R. Deaken	Engineer	80.00	960.00			
G. Martin	Attendant	76.05	912.60			
G. Bowles	"	68.50	822.00			
F. Barfoot	"	76.05	912.60			
F. Smith	"	74.75	897.00			
Mrs. R. Spencer	Special Help	23.40	280.80			
Mrs. M. Montague	Attendant	60.00	720.00			
Mrs. S. Stubbs	"	50.80	609.60			
Mrs. J. Harvey	"	50.80	609.60			
Mrs. M. Gray	"	50.80	609.80			
T. Davis	"	60.00	720.00			
J. T. Hare	"	61.00	732.00			
R. Craig	"	61.00	732.00			
Pat. McMahon	"	61.00	732.00			
W. Smith	"	60.00	720.00			
R. Searf	"	60.00	720.00			
C. Evans	"	60.00	720.00			
W. Barfoot	"	60.00	720.00			
Mrs. Johnston	"	50.00	600.00			
Mrs. C. Goddard	"	52.65	631.80			
Mrs. Irons	"	50.00	600.00			
Mrs. Mendham	"	50.00	600.00			
Mrs. Graydon	"	50.00	600.00			
Mrs. Furnball	"	50.00	600.00			
CITY HALL AND ANNEX CLEANERS AND FIREMEN						
J. H. Baker	Caretaker	120.00	1,440.00			
J. C. Gates	Fireman	75.00	900.00			
Thos. Foyer	Cleaner	75.00	900.00			
G. Jackland	"	75.00	900.00			
P. Tonko	"	75.00	900.00			
W. Butler	"	75.00	900.00			
E. Rothern	"	75.00	900.00			

NOTE—The above figures are only approximate, as with the exception of the caretaker these men are paid 30c per hour.

DEPARTMENT HEADS NOT INCLUDED IN FOREGOING LISTS

R. Ridd	Market Superintendent	125.00	1,500.00			
R. H. Avent	City Surveyor	200.00	2,400.00			
E. H. Rodgers	Building Inspector	250.00	3,000.00			
F. Kerr	License Inspector	250.00	3,000.00			
J. S. Nicholas	City Storekeeper	200.00	2,400.00			
H. C. Thompson	City Treasurer	333.33	4,000.00			
W. F. Tallman	Street Commissioner	300.00	3,600.00			
A. Blackie	City Chemist	150.00	1,800.00			
F. Furgeson	Secretary to Mayor	120.84	1,450.00			

Report of Board in Dispute between A. Davis and Sons, Ltd., of Kingston, and their Leather Workers

A REPORT was presented by each of the three members of the Board of Conciliation and Investigation appointed to deal with a dispute between A. Davis & Sons, Limited, and their leather workers, regarding the alleged dismissal of an employee on account of his affiliation with the union. The Board was composed as follows: His Honour Judge R. D. Gunn, of Ottawa, appointed by the Minister in the absence of a joint recommendation, and Mr. J. F. Whiting, of Kingston, and Mr. Tom Moore, of Niagara Falls, appointed on the recommendation of the company and employees respectively. The reports showed a difference of opinion as to whether the workman in question was dismissed on account of his connection with the union, and also in regard to the question of his re-instatement. A strike occurred on June 18, but the employees resumed work on June 25, after an adjustment by direct negotiations, in which assistance was rendered by an officer of the Department of Labour.

Report of Board

In the matter of the Industrial Disputes Act and amendments, and in the matter of a dispute between A. Davis & Sons, Limited, employers, and their leather workers, being members of the Leather Workers' Union, employees.

To the Hon. T. W. Crothers,
Minister of Labour,
Ottawa, Canada.

The employees made application for a Board of Conciliation and Investigation, which you duly appointed on May twenty-ninth, 1918, and the nature of the dispute to be investigated as set out in their statement is "the dismissal of an employee, to wit, James Kennedy, for taking part in organizing a local union, coupled with a demand by the Leather Workers' Union for his reinstatement with compensation for loss of time," and in the efforts made to adjust the dispute it is alleged that "a committee of the central body, to wit, the Kingston Trades and Labour Council, was appointed to interview the employers, but the employers refused to meet the committee." The employers, on the eighteenth of May, 1918, advised your Department that "the employee was not discharged on the grounds set out in the application, namely, for participation in the formation of a union—as no union either existed or was contemplated by the employees at the time of his discharge, but that he was discharged for misuse of a portion of the time for which the employers were paying him to work in their interests."

After arranging preliminaries, the Board met at the City Hall, in the city of Kingston, where all parties reside, on the third day of June, 1918, and having made all earnest efforts that should be made to effect an amicable settlement of the trouble, were requested to hear the representations and evidence, and proceeded to do so in the presence of both sides interested. Mr. William Baxter, Mr. Hugh Ferguson and Mr. William Morris appeared for the union employees, and Mr. Elmer Davis, the president of the Davis Company, represented the company.

Mr. Baker shortly explained the origin and nature of the dispute as heretofore described, explaining that steps had been taken to form and incorporate the leather worker employees of the A. Davis & Sons Company, Limited, operating at Kingston, into a union affiliated with the Trades and Labour Council of the city, and a formal meeting was to be held on Saturday afternoon, the twenty-seventh day of April, 1918, and on the morning of the same day James Kennedy, who had been active in the promotion of the formation work amongst his fellow employees, was dismissed and paid off by the secretary-treasurer of the company for the reason that he was active, as stated, and on his case being taken up by a committee appointed to wait on Mr. Davis, they did get no hearing, and the matter was carried into your Department and a Board appointed.

Mr. Davis stated that he refused to hear the committee, as there were men on it who were not his employees, and, further, that he refused to hear any committee as a committee, but would not refuse to hear his own employees or any one of them having a complaint.

These statements so far very fairly outline the whole situation and dispute which resulted in these proceedings, and one cannot refrain from stopping just long enough to say it was of minor magnitude and interest to all but those concerned, but we had to deal with it in a public way and with hopeful results if sane counsels only prevailed.

After some discussion on those representations, the Board heard the evidence under oath

of James Kennedy, Harold Case and George Babcock, and Harold Davis, secretary of the company.

Kennedy stated that he had been in the employ of the company from 1908 to 1912, when he and his brother ventured into a small leather business for some years, and both went back to the company in 1917, and he was still there till the twenty-seventh of April, 1918. He is a currier by occupation. Prior to dismissal he had been speaking to his fellow employees about benefits of organizing a union to get better terms and conditions, and three held a meeting and called a general meeting for Saturday afternoon, twenty-seventh April last, by personal invitation. There are 90 to 100 men employees to organize as leather workers. About 9.30 in the morning of the twenty-seventh of April last he was called to the office and met Mr. Harold Davis and Mr. Williams. Mr. H. Davis said to him, "It is a well known fact to us that you are dissatisfied with present conditions here. We are sorry that this should happen, as you have been in our employ a number of years. We are and have been well satisfied with you, and any time in future you are of a different opinion come back, see Mr. Williams, and a job is waiting." He then gave him his pay and said he was discharged. He invited Kennedy to sit down and say anything he had to say and he would be pleased to hear him. Kennedy said nothing and went out. Kennedy further said a notice had been put up in the factory on same day shortly before he was called. Kennedy denied he had done any organization work on the company's time and gave the information above set out afterwards to the other men. The notice referred to as furnished reads: "The policy of this firm in connection with every phase of administration will be directed by the management in future as in past: Employees who from any source have been led to believe otherwise will please note carefully and govern themselves accordingly."

"A. Davis & Sons, Limited."

"April 27, 1918."

Harold Cass stated he had been three years with the company, and was called to the office after Kennedy, on same day, when Harold Davis said to him, "He (Cass) was an agitator for nine hours a day with ten hours' pay. Further, the company was running and going to run the tannery without any outside interference. He had discharged one man that day and didn't care if he discharged 25." He asked if I was going to the meeting in the afternoon. I said "No." He says, "You have a change of heart and if Mr. Williams is agreeable you can go back to work."

George Babcock stated that Mr. Davis called him one day about dinner time and asked him how he stood in the agitation and was told Babcock belonged to union. He further complained to Babcock that he had been unfriendly in joining union.

Mr. Harold Davis stated he had heard the statements of men. He said he discharged Kennedy because in the judgment of firm he was neglecting work and they were not satisfied with his work the last week of April. He was not turning in the quantity and was interfering with the other men in performance of their duties, which in judgment of firm he had no right to do, and told him (Kennedy) he could get other employment elsewhere. He denied some of Cass's statements in minor parts.

Mr. Elmer Davis stated that his brother Harold had full authority to discharge Kennedy, and further that he had refused to meet the committee or discuss employees' affairs with any committee, but if any employee desired to present any grievance he could do so, and, if need be, might have others with him, but not as a committee. His objection was against any recognition of any committee as such and that Kennedy had not sought any conference with the company and had not been discharged for his activity in connection with formation of union—as also did Mr. Harold Davis.

Again at this point the Board desired any present to add anything further in shape of evidence that was material, but all agreed that there was nothing further to present. The situation was reviewed by the Board and the chairman urged the parties to meet and arrange in a friendly manner their differences, and time was given for that purpose with a strong exhortation that the parties come together, but recent advices permit of no hope of any satisfactory adjustment.

In accordance with the agreement of the Board, if no settlement was arrived at, then each member should write his report. I now furnish mine.

It will be quite apparent to any unprejudiced mind that the proper inference to draw from the whole testimony and relevant representations is that the company, employers, were aware that steps were being taken by and among their employees to organize the employees into a labour union with the end in view of agitating for shorter hours and better rates, if possible, involving, as the employers apprehended, unrest and disturbing influences between them and their men, and objected to such efforts, and it must also be assumed, and with reasonable certainty, that the firm knew Kennedy had been taking some active part in the agitation with his fellow employees to organize them into a union, and it is not unfair or improper to conclude that the employers were dissatisfied with Kennedy's action, and it was for such reason largely, if not entirely, that Kennedy was discharged, as nothing was shown to warrant dismissal of Kennedy except the very general statement that Kennedy during the last week of April had failed to turn out his fair share of work and had in some unexplained way interfered with some of his fellow workmen during working hours. In reaching these conclusions, no violence is done any part

of the evidence, including the statements contained and the terse and autocratic words of the notice of twenty-seventh April, 1918, posted so shortly preceding the calling in of Kennedy and Cass and the contemplated meeting of employees on same day. Having arrived at these conclusions, I merely desire to add that in my opinion the complaint of the employees that Kennedy was dismissed principally for the reason that he was active in promoting the formation of his fellow employees into a labour union was well founded.

I take it as conceded that the employees were not members of the Leather Workers' Union and did not have any schedule of rules governing their employment with their employers on twenty-seventh of April, 1918, and though a union was formed and a charter granted to the members on or since the date of the dismissal of Kennedy I am not clear that there is any authority to recommend a reinstatement of Kennedy with or without compensation, or that any benefits would arise from such recommendation, as the employers under the contract of hiring might do just what they did and cannot be required to re-engage him unless there is some agreement or provision or rule to such an effect with or without compensation for time lost; but I see no reason why the employers should not re-engage Kennedy in the circumstances, as I am quite satisfied that had there been no activity on Kennedy's part about the formation of the union amongst employees, there would have been no dismissal on the twenty-seventh of April, 1918.

I did not carry the enquiry into any other questions than the one outlining the dispute and do not know anything about the intentions of the employees upon and after the incorporation of the union, or upon the suggestion as to hours or wages, leaving these demands, if they ever arise, to be disposed of as might be directed, as such demands can only be of importance when presented, and, if refused, may be dealt with in the usual satisfactory manner provided, and are at present at least premature and outside the dispute to be investigated.

(Sgd.) R. D. GUNN,
Chairman.

Dated twelfth June, A.D. 1918.

Judge R. D. Gunn,
Ottawa.

Dear Sir,—

As a member of the Board appointed by the Hon. T. W. Crothers, Minister of Labour, to investigate and report upon the dispute between the Davis Company, Limited, of Kingston, and certain of their employees, members of the Leather Workers' Union, also of Kingston, I have the pleasure to submit to you as chairman the conclusions which I have arrived at, after fully considering the evidence given at the enquiry held in Kingston, Ont., on the third of June.

The charge that one James Kennedy was discharged for his activity in getting the employees of this firm to form a union for their mutual advantage was fully borne out. It was admitted by the company that this man had been a satisfactory employee for seven years, and only became objectional to them when a meeting was arranged by the men to jointly discuss their conditions and the formation of a union. Evidence which was not disputed was given by fellow employees of Kennedy's that Mr. Harold Davis, the secretary-treasurer of the company, had tried to induce other employees to have nothing to do with the formation of a union.

At the time of Kennedy's discharge, another employee took oath that Mr. Davis had told him, "We already have discharged one man and we can do the same to another 25 if necessary." The only thing apparently that saved this man's job being a promise from him not to attend the meeting called for the organization of a union.

I was also very much impressed with the acknowledgment of the company's representatives that a notice warning men that no recognition of other agencies than the company's management in regard to working conditions would be given, and for them "to note carefully and govern themselves accordingly." This notice, being posted simultaneously with the dismissal of Kennedy, to my mind was meant and possibly in some cases acted to deter others from joining a union, and impressing them with the drastic action taken with Kennedy in this respect.

Reviewing all the above, I am of the opinion that we should recommend that the company reinstate James Kennedy to his former employment, and, in view of the fact that this man has not been able because of the peculiar nature of his trade to secure employment in Kingston as a currier in the interval, that he be reimbursed for wages lost pending the hearing of this case.

Special mention should be made of the fact that, because of this firm being engaged on material necessary to the carrying on of the war, the action of the men in remaining at work under the provocation offered by the company should be commended.

It was to be deplored that the president of the company, Mr. Davis, still maintained an attitude of hostility to receiving any committee representing his employees as a union, and even further refusing to consider meeting them even as a committee of his employees, insisting that any who approached him must do so as individual employees, thus shouldering all the responsibility of assisting each other on the employees selected to do so, without allowing him

the protection he would receive as a member of a grievance committee of a union.

This attitude cannot do otherwise than lead to continued friction, not only in the factory directly concerned, but, as it strikes at the root of all rights of men to organize, must have a disturbing effect on other employees in a whole community, as recently witnessed in Winnipeg. I would recommend that this action of the company be brought to the attention of the Militia Department and other Government bodies purchasing supplies of the nature made by this company, to the end that supplies for the use of our gallant men so nobly defending the rights of a free democracy should be made under conditions where the basic principles of such a democracy are recognized—"the right to organize, and the right to bargain collectively for improvement of their living conditions."

I would be pleased to attach my signature to any report you may deem it advisable to draft providing that it incorporates the sentiments expressed in the above as fully as possible. If you cannot do that, then I would respectfully suggest that this letter be passed on with your report to the Minister of Labour for his information as to my conclusions.

I have the pleasure to remain,
Yours very truly,

(Sgd.) TOM MOORE.

June third, 1918.

To the Honourable
the Minister of Labour.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between Messrs. A. Davis & Son, Limited, Kingston, Ont., employer, and their leather workers, being members of the Leather Workers' Union, employees.

The reference in this matter having closed without our being able to bring the parties to agree, I beg leave to report that in my judgment the cause of the dismissal of James Kennedy was not "his taking part in organizing a local union," as alleged, but his using his time during working hours to express in the shop his dissatisfaction with the existing hours of labour and to his trying to create among the 90 odd other employees a similar dissatisfaction and secure a general demand for a nine hour day with a ten hour pay.

I am further of opinion that the company were under these circumstances justified in saying to him, as they did, that if he was dissatisfied with the existing conditions and was trying to create dissatisfaction while in the shop, they thought it better he should go elsewhere.

It appears that all the other tanneries in Canada work for 10 hours and pay their men wages similar to those paid by the Davis Company, and that to run on a nine hour schedule and continue to pay the existing wages would subject them to a 10 per cent handicap and prevent their ability to compete with their rivals in business.

(Sgd.) JOHN L. WHITING.

Kingston, fifth June, 1918.

Reports of Royal Commission appointed to deal with disputes in industries engaged in coal mining, steel making and shipbuilding in Nova Scotia

REPORTS were received from the Royal Commission appointed to investigate the disputes existing in industries engaged in coal mining, steel making and shipbuilding in Nova Scotia. The Commission was composed as follows; The Honourable Mr. Justice Joseph A. Chisholm, chairman, Rev. Dr. John Forrest and Mr. J. B. McLachlan. Disputes were investigated and reports rendered thereon affecting the following companies and their employees:

1. The Nova Scotia Steel and Coal Company, Limited, and its employees in the steel plant at Sydney mines, N.S.
2. The Nova Scotia Steel and Coal Company, Limited, and certain of its employees, being washplant men, section men, shippers and trimmers at North Sydney, N.S., members of the Amalgamated Mine Workers of Nova Scotia, and road makers engaged at the Florence Colliery.
3. The Nova Scotia Steel and Coal company, Limited, and its employees in the steel plant at Trenton, N.S.
4. The Eastern Car Company, Limited, and its employees at Trenton, N.S.
5. J. W. Cummings and Son, Limited, New Glasgow, N.S., and its employees being members of certain trade organizations.
6. The Dominion Iron and Steel Company, Limited, and its employees in the steel plant at Sydney, N.S.

Report re Nova Scotia Steel and Coal Company, Limited, and Employees at Sydney Mines, N.S.

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada, 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of the disputes between the Nova Scotia Steel and Coal Company, Limited, and its employees in the steel plant at Sydney Mines, Nova Scotia.

To the Honourable T. W. Crothers, Esq., K.C., M.P.,
Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above disputes, among others, have the honour to report as follows:

The members of the Commission met at the Town Hall, Sydney Mines, N.S., on Tuesday, April 30th, at 10 a.m. After having taken the prescribed oath, the Commission proceeded to hear the evidence of the employees and of the Company. The demands of the employees were as follows:

"1st. We want the Company to meet the committee representing all the men on the Steel "Plant to discuss any grievances which may "arise or for the adjustment of wages.

"2nd. That the Company collect our Union "dues with the understanding that we pay the "regular commission charged for other collections.

"3rd. In the event of any workman being "called out on emergency work on Sunday or "Holiday, the Company pay for ten hours for "working five or less hours, and double the time "for all work over five hours, and time and one-"half for regular work, and on all other days, "time and one-half shall be paid for overtime.

"4th. For all unskilled labour in and around "the Steel Plant the Company shall pay Thirty "Cents per hour.

"5th. For all men working in and around the "Steel Plant, not specified below, the Company grant an increase of 20 per cent on their "day rate.

"6th. All men working in and around the ore "pier shall be granted an increase of 20 per cent.

"7th. For all brick layers the Company shall "grant an increase of 10 per cent.

"8th. For mechanical repair men of the

First class.....50c per hour.
Second class.....45c per hour.
Helpers .....35c per hour.

"9th. That the rates hereinbefore mentioned "shall become effective on and after the 16th "day of February, A.D. 1918."

The Commission was in session on the 30th day of April and the 1st and 2nd days of May, 1918, and after hearing the evidence and the argument on both sides deferred the preparation of its report until the hearings were had at New Glasgow and Sydney where many of the same questions were involved. In the course of the proceedings the members of the Commission endeavoured to find a way to a mutual settlement of all the disputes but without result. On May 18th, the Commission was engaged in the consideration of the matters which are the subject of this dispute and in the preparation of this report.

Items 1 and 2. Recognition of Unions, etc.

This is and has long been a vexed question and any declaration in favour or against the claim to recognition would, the Commissioners think, be of little value in this case. The Commission, however, recommends that the Company be requested to receive and hear from time to time a committee of its own employees attending as such upon the officers of the Company for the discussion, and where they are conceded to exist the adjustment of any grievances which the employees complain of. Such grievances may be first presented to the immediate superior, and if the committee is not satisfied with his decision, it may be carried to the superintendent of the department, and from him, if need be, to the president of the Company. The details of the procedure may be left to the Company and its employees to settle upon; the only point which the Commission would urge, until another plan is agreed upon, is that the employees select from among themselves a small committee for mutual conferences, as grievances arise.

Item No. 3. Work on Sundays and Holidays.

In the Company's plant there is what is known as seven day work, that is, work carried on every day and night in the week. The rates for such work are fixed and fixed on the basis of its being seven day work. There is also repair work which is performed on Sunday, for which a rate and a half is paid. The Commission is of opinion that the existing arrangement should not be disturbed.

Items No. 4 to 8., inclusive—Wages.

The Commission recognizes the force of the argument made with respect to the great increase in the cost of living, and takes into account the increases made in recent years by the Company. The burden resulting from the increased cost of living falls most heavily upon the common labourer. The more highly paid men, of course, feel it also, but they share it in a degree common to all other citizens. We desire to see the common labourer who works in a straight rate receive at least a living wage and with that in view we recommend that the Company be requested to grant the increases hereinafter mentioned, the same to date from the first day of April, 1918:

Common labourer receiving—

24c an hour to receive....	27½c	an	hour.
25c an hour to receive....	28c	an	hour.
26c an hour to receive....	28½c	an	hour.
27c an hour to receive....	29c	an	hour.
28c an hour to receive....	29½c	an	hour.
29 and under 30c to receive	30c	an	hour.

As to any other increases asked for the Commission does not see its way to recommend them under existing circumstances.

If the parties to these disputes accept the recommendations of the Commission, the Commissioners wish to give expression to the hope that both parties will observe the terms of the settlement thus made for at least one year from April 1st, 1918.

All of which is respectfully submitted.

Dated this 18th day of May, 1918.

(Sgd.) JOSEPH A. CHISHOLM, Chairman
(Sgd.) JOHN FORREST.
(Sgd.) J. B. MCLACHLAN.
} Commissioners.

Report re Nova Scotia Steel and Coal Company, Limited, and Employees at North Sydney, N.S., and Road Makers at the Florence Colliery

In the matter of Inquiries Act, Chapter 104. Revised Statutes of Canada 1906, and in the matter of the Industrial Disputes. Act, 1907, and in the matter of the disputes between certain employees of the Nova Scotia Steel and Coal Company, Limited, Sydney Mines, N.S., and the said Company.

To the Honourable T. W. Crothers, Esq., K.C., M.P.,
Minister of Labour,
Ottawa.

Sir:—

Two disputes between the above employees and the said Company have been referred to the Commission by a telegram from the Deputy Minister. One is from certain members of the Amalgamated Mine Workers of Nova Scotia, being washplant men, section men, shippers and trimmers at North Sydney, who claim the benefit of an agreement dated the day of March, 1918, and signed by the said Company and representatives of the said Amalgamated Mine Workers of Nova Scotia. The other relates to the complaints made by road makers engaged at the Florence Colliery with respect to the last mentioned matter.

A brief history of the case may explain the difficulty that has arisen. Up till April last the road makers or track layers in the Florence Mine received $2.39 per day, and two shifts for laying turns and sweeps, and one shift for lifting turns and connecting up road. In April this year a contract was signed between the representatives of the Company and the representatives of the Miners. In this contract the following paragraph refers to track laying.

c. "All track laying for the section will be done "by the datal rate until such time as a tonnage "contract is agreed upon."

The tracklayers of the Florence Mine south slope maintain thay they never have agreed to the present rate.

The Company holds that the seam in the south slope is about 5 feet 6 inches, while in the other slope it is only about 4 feet 6 inches. The tonnage rate in the south slope should be lower than in the case of the smaller seam.

The track layers of the south slope maintain that owing to the rolling character of the bottom of their seam, not only is the work heavier, but the cutting of coal is more difficult, and consequently a small quantity of coal is cut, and that even if they receive the same tonnage rate their pay would be smaller than that of the other track layers and considerably smaller than the pay they received under the old arrangement.

Your Commissioners feel that this is a matter that should be carefully considered by the officers of the Company, that the exceptional character of the mine slope should be taken into account and the tonnage rate be so increased as to give the men a wage rate something like that of the workman in the other slope, and at least something near what they had received before this change was introduced.

The other claim is that certain men, members of the Amalgamated Mine Workers of Nova Scotia, who are classed by the Company as being attached to the steel department, should have the benefit of the agreement above referred to. The agreement purports to be with the Amalgamated Mine Workers of Nova Scotia. These men are members ot that body and are known to be such for their dues to the union are deducted at the Company's office. If these facts are as stated, the Commission thinks that their claim is well founded and recommends that the Company be asked to give the men the benefit of the agreement.

All of which is respectfully submitted.

Dated this 18th day of May, 1918.

(Sgd.) J. A. CHISHOLM, Chairman.
(Sgd.) JOHN FORREST.
(Sgd.) J. B. MCLACHLAN.
Commissioners.

Report re Nova Scotia Steel and Coal Company, Limited, and Employees at Trenton, N.S.

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada, 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of the disputes between the Nova Scotia Steel and Coal Company, Limited, and its employees in the steel plant at Trenton, Nova Scotia.

To the Honourable T. W. Crothers, Esq., K.C., M.P.,
Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above disputes, among others, have the honour to report as follows:

The members of the Commission met at the Town Hall, Trenton, and afterwards at the Town Hall, New Glasgow, N.S., Friday, May 3rd, 1918, at 10 a.m. and 2 p.m., respectively. The demands of the employees are set forth minutely in a memorandum accompanying this report. They relate principally to recognition of the various labour unions to which the employees belong, and the collection of the union dues, work on Sundays and legal holidays, certain increases in the wages, and a number of minor matters, which will be found in the memorandum.

The Commission was in session on the 3rd, 4th, 6th, 7th and 8th days of May, 1918, and after hearing the evidence and the argument on both sides, deferred the preparation of its report until the hearings were had respecting the disputes, at Sydney, where many of the same questions were involved. In the course of the proceedings the members of the Commission endeavoured to find a way to a mutual settlement of all the disputes but without result. On May 18th, the Commission was engaged in the consideration of the matters which are the subject of these disputes and in the preparation of this report.

Recognition of Unions, etc.

This is and has long been a vexed question, and any declaration in favour of or against the claim to recognition would, the Commissioners think, be of little value in this case. The Commission, however, recommends that the Company be requested to receive and hear from time to time a committee of its own employees attending as such upon the officers of the Company for the discussion, and, where they are conceded to exist, the adjustment of any grievances which the employees complain of. Such grievances may be first presented to the immediate superior, and if the committee is not satisfied with his decision, it may be carried to the superintendent of the department, and from him, if need be, to the president of the Company. The details of the procedure may be left to the Company and its employees to settle; the only point which the Commission would urge, until another plan is agreed upon, is that the employees select from among themselves a small committee for mutual conferences, as grievances arise.

Work on Sundays and Holidays.

In the Company's plant there is what is known as seven day work, that is, work carried on every day and night in the week. The rates for such work are fixed and fixed on the basis of its being seven day work. There is also repair work which is performed on Sunday, for which some mechanics are given a rate and a half, and some two rates. The Commission is of opinion that the existing arrangement should not be disturbed.

Wages.

The Commission recognizes the force of the argument made with rspect to the great increase in the cost of living, and takes into account the increases made in recent years by the Company. The burden resulting from the increased cost of living falls most heavily upon the common day labourer. The more highly paid men, of course, feel it also, but they share it in a degree common to all other citizens. We desire to see the common day labourer who works in straight rate or check time, as it is sometimes termed, receive at least a living wage and with that in view we recommend that the Company be requested to grant the increases hereinafter mentioned, the same to date from the first day of April, 1918:

Common labourers receiving

24c or under an hour to receive	27½c	an	hour.
25c an hour to receive	28c	an	hour.
26c an hour to receive	28½c	an	hour.
27c an hour to receive	29c	an	hour.
28c an hour to receive	29½c	an	hour.
29 and under 30c to receive	30c	an	hour.

As to any other increases and changes asked for the Commission does not see its way to recommend them under existing circumstances.

If the parties to these disputes accept the recommendations of the Commission, the Commissioners wish to give expression to the hope that both parties will observe the terms of the settlement thus made for at least one year from April 1st, 1918.

All of which is respectfully submitted.

Dated this 18th day of May, 1918.

(Sgd.) JOSEPH A. CHISHOLM, Chairman.
(Sgd.) JOHN FORREST.
(Sgd.) J. B. MCLACHLAN.
Commissioners

Report re Eastern Car Company, Limited, and Employees at Trenton, N.S.

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada, 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of the disputes between the Eastern Car Company, Limited, and its employees at Trenton, Nova Scotia.

To the Honourable T. W. Crothers, Esq., K.C., M.P.,
Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above disputes, among others, have the honour to report as follows:

The members of the Commission met at the Town Hall, Trenton, N.S., on Friday, May 3rd, 1918, at 10 a.m., and afterwards at the Town Hall, New Glasgow, N.S., at 2 p.m. The demands of the employees are set forth minutely in a memorandum accompanying this report. They relate principally to recognition of the

various labour unions to which the employees belong, and the collection of the union dues, work on Sundays, and legal holidays, certain increases in wages, and a number of minor matters, which will be found in the memorandum. This Company is engaged in building cars and also in building ships.

The Commission was in session on the 3rd, 4th, 6th, 7th and 8th days of May, 1918, and after hearing the evidence and the argument of both sides deferred the preparation of its report until the hearings at other places respecting these disputes were over. In the course of the proceedings the members of the Commission endeavoured to find a way to a mutual settlement of all the disputes but without result. On May 18th the Commission was engaged in the consideration of the matters which are the subject of this dispute and in the preparation of this report.

Recognition of Unions, etc.

This is and has long been avexed question, and any declaration in favour of or against the claim to recognition would, the Commissioners think, be of little value in this case. The Commission, however, recommends that the Company be requested to receive and hear from time to time a committee of its own employees attending as such upon the officers of the Company for the discussion, and, where they are conceded to exist, the adjustment of any grievances which the employees complain of. Such grievances may be first presented to the immediate superior, and if the committee is not satisfied with his decision, it may be carried to the superintendent of the department, and from him, if need be, to the president of the Company., The details of the procedure may be left to the Company and its employees to settle; the only point which the Commission would urge, until another plan is agreed upon, is that the employees select from among themselves a small committee for mutual conferences, as grievances arise.

Work on Sundays and Holidays.

The Commission is of the opinion that the present arrangement at these plants as to work on those days does not call for any recommendation from the Commission.

Wages.

The Commission recognizes the force of the argument made with respect to the great increase in the cost of living, and takes into account the increases from time to time made by the Company. The burden resulting from the increased cost of living falls most heavily upon the common day labourer. The more highly paid men, of course, feel it also, but they share it in a degree common to all other citizens. We desire to see the common day labourer who works wholly on straight rate or check time, as it is sometimes termed, receive at least a living wage, and with that in view we recommend that the Company be requested to grant the following increase, the same to date from the first day of April, 1918, namely, common labourers receiving less than 27½c an hour be paid 27½c an hour.

Most of the men employed receive more than that rate as they work on what is called contract work and are paid according to results. Our recommendation is that men who have not an opportunity to make that amount should be advanced to that wage.

As to any other increases and changes asked for, the Commission does not see its way to recommend them under existing circumstances.

If the parties to these disputes accept the recommendations of the Commission, the Commissioners wish to give expression to the hope that both parties will observe the terms of the settlement thus made for at least one year from April 1st, 1918.

All of which is respectfully submitted.

Dated this 10th day of May, 1918.

(Sgd.) JOSEPH A. CHISHOLM, Chairman.
(Sgd.) JOHN FORREST.
(Sgd.) J. B. MCLACHLAN.
Commissioners.

Report re J. W. Cumming and Son, Limited, New Glascow, N.S., and Employees

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada, 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of certain demands made by certain trades organizations for the employees of J. W. Cumming & Son, Limited, New Glasgow, Nova Scotia, upon the said Company.

To the Honourable T. W. Crothers, Esq., K.C., M.P.,
Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor Geceral in Council on the 22nd day of April, 1918, to inquire into the above mentioned demands, interalia, have the honour to report as follows:

On the 7th day of May we heard the parties to this dispute very fully at the Town Hall, New Glasgow, Nova Scotia. The demands are set forth in detail in the papers accompanying this report. They relate principally to the question of the recognition of the various labour unions to which the employees of the company belong, the collection of union dues by the company, and certain increases in the wages of the employees. We do not deem it expedient to make any recommendations respecting these matters. The employees receive good wages, and are well treated by the Company. We were unable to discover any evidence of discontent on the part of the men. The relations between the Superintendent and the employees are most friendly, and any grievances, real or supposed, arise, they are

immediately dealt with and corrected or explained to the satisfaction of the workmen.

All of which is respectfully submitted.

Dated this 18th day of May, 1918.

(Sgd.) JOSEPH A. CHISHOLM, Chairman.
(Sgd.) JOHN FORREST.
(Sgd.) J. B. MCLACHLAN.
Commissioners

Report re Dominion Iron and Steel Company, Limited, and Employees at Sydney, N.S.

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada 1906, and in the matter of the Industrial Disputes Act, 1907, and of the disputes between the Dominion Iron and Steel Company, Limited, and its employees in the steel plant at Sydney, Nova Scotia.

To the Honourable T. W. Crothers, Esq., K.C., M.P.,
Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above disputes, among others, have the honour to report as follows:

The members of the Commission met at Sydney on Tuesday, May 14th, 1918, and proceeded to hear the evidence in connection with the said disputes. The Commission was in session on the 14th, 15th, and 16th days of May and on those days heard the statements of some thirty witnesses from among the steel workers and three witnesses on behalf of the Company. On May 17th, the members of the Commission were engaged in consultation and in preparing this report. In the course of the proceedings the members of the Commission endeavoured to find a means to affect a settlement by mutual agreement, and found that such a settlement could not be arrived at.

The claims of the steel workers are summarized in a memorandum presented by them and which is as follows:

"(1). In order to establish our right to collective bargaining we want the Dominion "Iron and Steel Company, Limited, through "their management, to meet committees appointed by the majority of their employees to "discuss any grievances that may from time to "time arise, the adjustment of wage scale and "general working conditions in and about the "works.

"(2). That the Company agree to collect the "dues from the members of our society, the "Company to receive the same remuneration for "so doing as is now paid in the case of the Steel "Workers Mutual Benefit Association.

"(3). We also ask for an increase in wages at "the following rates:

"15% for men earning .40c and over per hour.
"20% for men earning .39c to 30c per hour.
"30% for men earning .29c and under per hour

"This to apply to men who have not sent in a schedule. This increase to date from March "first, 1918.

"(4). We also ask for double time for Sunday "and legal holidays, time and one-half for all "overtime, this to apply to all workmen.

"(5). Any man taken from his regular work to "work on any other job to be paid his regular "rate.

"(6). We have just cause to suspect that the "police employed by The Dominion Iron and "Steel Company have a system of espionage "over the employed when off duty, and would "respectfully request that the Commission "make a thorough inquiry into this matter. As "free born British subjects we protest with all "the power we possess against being subjected "to police surveillance when outside the Company's property.

"(7)—Machine Shop. Helpers working at "machines and doing other work in this way "they are able to learn the trade, while apprentices are helping or putting in their time "in such a way that they cannot expect to "become efficient tradesmen. Machinists demand that a helper learning the trade be paid "apprentices' pay. Helpers will not be advanced "to the detriment of mechanics or apprentices."

Attached to the above quoted memorandum is a memorandum setting forth the claims made by the men employed in the railway yard; a memorandum also of the claims made by the moulders and one from the bricklayers. These memoranda, together with the other papers submitted by the parties are transmitted to your Department with this report.

Items 1 and 2. Recognition and Collection of dues.

As to the question of recognition the members of the Commission recognize that this is an old question, and without deciding for or against the right to recognition as a general matter, the Commission recommends that the Company be requested to make provision for meeting at seasonable times as occasion may require Committees of its employees applying as such for an opportunity to discuss and if possible adjust any grievances they may wish to bring to the notice of the management. Such grievances may be first made to the immediate superior, and if the committee is not satisfied with his decision, then it may be carried to the superintendent of the department, and from him, if necessary, to the highest official of the Company. A grievance originating or relating to a particular depart-

ment shall be presented by a committee of the employees of that department. If the grievance or questions to be discussed should not appertain solely to any one department, but to two or more departments, the committee presenting it may be selected from all the departments affected. From statements made on both sides, the Commission is of opinion that the arrangement suggested above will be acceptable to both parties to this dispute.

No. 3. Increase in Wages.

While the Commissioners feel the force of the contention that there has been a great increase in the cost of living, they are assured by the Company that since the beginning of 1916, besides individual increases and in some cases departmental increases average general cumulative increases were made agregating 55 per cent to all employees and 71 per cent to all ordinary unskilled day labourers. These increases have been five in number. The burden of the increased cost of living obviously falls most heavily upon the low paid men. The higher paid men are of course, also affected; but they experience the same burdens in that respect as all other citizens throughout the land. The Commission, wishing to see the ordinary labourer who is on a straight rate, receive a living wage, recommends that the Company be requested to grant the increases hereinafter mentioned, the same to date from the first day of May, 1918.

Common labourers receiving

24c an hour to receive....	27½c	an	hour.
25c an hour to receive....	28c	an	hour.
26c an hour to receive....	28½c	an	hour.
27c an hour to receive....	29c	an	hour.
28c an hour to receive....	30c	an	hour.
29c an hour to receive....	30½c	an	hour.
30c an hour to receive....	31c	an	hour.
31c an hour to receive....	31½c	an	hour.
Between 31½ and 32c an hour to receive.....	32c	an	hour.

On inquiry we are informed that these increases will apply to and benefit 2,765 men out of about 4,000 and will involve an estimated daily increase of $814.36; and monthly increase of $24,430.80, and yearly increase of $297,241.00.

As to the other increases looked for, the Commissioners do not see their way clear under existing conditions to recommend them.

Item No. 4. Work on Sundays and Legal Holidays.

In the Company's plant there is work known as continuous work, that is, work carried on every day and night throughout the week. The continuous nature of this work is taken into consideration in fixing the rates of the men employed. The rates are the same whether the work be performed on Sundays, legal holidays or week days. Besides work of this kind, there is also considerable repair work performed on Sundays and legal holidays, and for such Sunday and holiday work, some mechanics are now paid a rate and a half and some a double rate. The Commission is of opinion that the arrangement now existing should not be disturbed for the present.

Item No. 5.—Change of Work.

The Commission recommends that in case a man is taken temporarily from his regular work and put on some other work, he should be paid at the higher rate, whether it be the rate pertaining to the work which he has left or the rate pertaining to the work to which he is put.

No. 6.—Police.

Explanations were made and undertakings given by the representatives of the company which are mutually satisfactory to all parties.

No. 7.—Apprentices.

The Mechanical Superintendent stated to the Commission that their apprentices are urged to attend the classes in technical instruction at Sydney carried on under the direction of the Technical College, and the company pays the apprentices their regular wages for the time in attendance at this instruction. Other things being equal, the Commission recommends that the helpers be not advanced to the detriment of the apprentices.

No. 8.—Railway Yardmen.

In as much as the questions raised by the railway yardmen are largely of a technical character and would require investigation and explanation by expert railway men, and assistance of that character is not at present available to the Commission, it is recommended that a committee of the men of this department take up the question with the management of the company. The conditions involved appear to the Commission to be different from the conditions in a trunk railway system acting as a common carrier.

If the parties to these disputes accept the recommendation of the Commission, the Commissioners desire to express the hope that both parties will observe the settlement thus made for at least one year from May, 1918.

All of which is respectfully submitted.

Dated this 22nd day of May, 1918.

(Sgd.) J. A. CHISHOLM, Chairman.

(Sgd.) JOHN FORREST.

(Sgd.) J. B. MCLACHLAN.

Commissioners.

SETTLEMENT OF STRIKES OF CIVIC EMPLOYEES AT WINNIPEG, MAN.

DURING May the city of Winnipeg was seriously affected by a number of industrial disputes which, commencing with a strike of civic employees in the Municipal Light and Power Department and Works Department, extended to other branches of civic employees and to various railway employees. Statistical particulars of these several disputes were given in the June issue of the LABOUR GAZETTE, but as additional information has been since received by the Department, it is possible to give in the present issue a fuller account of the situation.

The waterworks employees, city electricians, city teamsters and the fire department men had on various dates from November, 1917, submitted proposals to the city asking for increased rates of pay and improved working conditions, to be effective as of April 1, 1918. The employees reported that no acknowledgments of their communications had been received, though the City Council claimed replies were sent; in March the employees' requests were repeated. It was not until late in April, however, that notice was taken of the employees' communications. Notice had been given to the city that unless negotiations were entered into immediately, the city employees would withdraw from service, and on May 2 the classes named above, except the firemen, ceased work. Negotiations between committees of the City Council and of workmen followed, and on May 13 a unanimous agreement was reached; the City Council approved the draft agreement, but added thereto a proviso that the same would be made effective subject to the understanding that under no conditions would the city employees resort to strikes. This modification was not acceptable to the employees who declared themselves willing to submit all disputes to negotiations direct with the proper authorities, and failing a settlement to carry the disputes to a Board of Conciliation, machinery for which it was proposed to arrange locally, it being understood that the Industrial Disputes Investigation Act did apply where the employer is a municipality. The city declined to make effective the recommendations of its committee, unless the employees would unconditionally waive the right to strike, and on the city taking this position, the firemen also ceased work. The dispute became especially notable from this point for the reason that some 36 other trade unions, including thousands of street and steam railway employees and the provincial telephone operators, declared a sympathetic strike, and in a few days approximately 15,600 workmen were on strike. Business in Winnipeg was badly disorganized and trade throughout the Western Provinces was seriously affected owing to interruptions in the shops and freight sheds of transportation companies.

After the civic employees had gone on strike the city authorities made application for a Board of Conciliation, but the Act being applicable only by mutual consent of the parties concerned, and the employees being unwilling, no Board could be established. At the same time, however, an application for a Board of Conciliation was received from others of the civic employees who had remained at work, and the city authorities agreeing, a Board was established in this case. The Minister of Labour, also, on learning the serious situation resulting from the extension of the civic employees' strike, appointed Mr. David Campbell, K.C., a special mediator. Mr. Campbell was for several days in constant conference with committees representing the employers and employees and also with a conciliation committee of the Citizens' Committee of One Hundred which had been formed. No basis of agreement being reached, Senator Robertson, at the request of the Government, ar-

rived in Winnipeg to take up with Mr. Campbell the work of mediation. Eventually on May 24 an agreement was effected.

The memorandum of agreement contained provisions that the recommendations of the sub-committee of Council, submitted to Council May 13, should be made effective and the increases in wages named therein go into force; that all employees on strike should be reinstated in their former positions and rank without prejudice; that the Council's resolution denying civic employees the right to strike under any conditions be withdrawn, but that officers of the fire brigade, including lieutenants and captains, should not be members of the union.

The recommendation of the sub-committee of the City Council, submitted to Council May 13, which, under the memorandum of settlement was to govern wages and working conditions, is as follows:

Winnipeg, May 11th 1918.

His Worship the Mayor and Council,

Your Committee appointed by Council at its special meeting on the 9th instant to meet the employees of the City with a view to settlement of the strike, egs leave to report that it has met with the representatives of the several organizations and had fully considered the various matters in dispute, and as a result of its negotiations begs to recommend the following settlement, namely:

Water Works Operators

(1) An increase in wages of 5c per hour to date from May 1st, 1918.

(2) Two weeks annual holidays with pay for employees who have been in the service of the Department 10 years or over. One week annual holidays with pay for employees who have been in the service of the Department 5 years and under 10 years.

(3) Four Statutory Holidays with pay, i.e., Christmas Day, New Year's Day, Good Friday and Labour Day.

In granting the annual holidays it is on the understanding that the same will involve no extra cost to the Department, except for emergency work.

Electrical Workers

An increase in wages of 12 per cent for schedule adjustments.

Fire Department Employees

(1) The following schedule of monthly pay to date from May 1st, 1918:

First year men taken on after May 1st, 1918	$ 92.00
Men now receiving $85.00 to be increased to	100.00
Men now receiving $91.00 to be increased to	106.00
Men now receiving $97.00 to be increased to	112.00
Men now receiving $103.00 to be increased to	114.00
Men now receiving $110.00 to be increased to	121.00

Lieutenants to be increased to $1,600.00 per year.

Adjustments of salaries of Captains and Engineers to be taken up with the Fire, Water, Light and Power Committee.

(2) All prior scales of wages are hereby cancelled.

Teamsters, Chauffeurs, Stablemen, Etc

Health Department.

(1) The following schedule of wages to date from May 1st, 1918:

Teamsters (double)	$23.00	per week.
Teamsters (single)	22.00	"
Assistant Stable Foreman	26.25	"
Stablemen	23.00	"
Night Soil Helper	22.00	"

(2) Pay for two additioal statutory Holidays, making a total of 8 Statutory Holidays during the year.

(3) Teams to stop work on Saturdays at 12 l'oclock noon during the months of June, July and August, as an experiment.

Light and Power Department

(1) The following schedule of wages to date from May 1st, 1918:

Chauffeurs, Auto Truck, 3 tons and over	$25.00	per week.
Chauffeurs, Auto Truck, under 3 tons	23.00	"
Drivers, single horse	22.00	"
Stablemen	90.00	per month

Reinstatement of Men

Your Committee favours the total re-instatement of all men.

Notice re Furure Revision of Schedule

It is understood and agreed that in future the City will receive notice of any application for revision of schedules with reasons therefor at least sixty days prior to termination of existing schedules and if not accepted, the City and the Union shall forthwith each appoint three representatives who shall proceed to inquire into the matters in dispute without any delay by either party, and reach a conclusion thereon before April 15th, failing which notice shall at once be given to the City Clerk and during such inquiry and up to the 1st day of May, 1919, no strike shall take place.

(Sgd.) Arthur W. Puttee.

INDUSTRIAL DISPUTES DURING JUNE, 1918

EIGHTEEN strikes affecting approximately 5,093 employees were reported as having commenced during June. There were in existence at some time or other during the month 28 strikes directly affecting 11,105 workpeople. The total time loss on account of industrial disputes was estimated at 40,929 working days, as compared with 104,661 in May, and 240,260 in June, 1917. The time loss occasioned by the 18 strikes which began in June was 23,630 working days, while a loss of 17,299 days is charged to the ten strikes commencing prior to June. Termination of dispute was reported in the case of seven of the disputes commenced prior to June. Thirteen of the strikes which commenced in June terminated during the month, leaving the eight following unterminated strikes affecting approximately 352 workpeople on record June 30: plumbers and steamfitters, St. John, N.B.; metal polishers and buffers, Weston; machinists, Montreal; carpenters, Port Arthur and Fort William; painters and decorators, Calgary; machinists and tool makers, Toronto; bakers, Vancouver, and knitting mill operatives at Toronto.

INDUSTRIAL DISPUTES, JUNE, 1918

Industry or Occupation	Particulars	No. of employees affected	Time loss in working days
	DISPUTES COMMENCING PRIOR TO JUNE, 1918—		
BUILDING AND CONSTRUCTION—			
Plumbers and steamfitters, St. John, N.B.	Commenced April 23, 1917. Demand for increased wages. Unterminated.	11	275
Labourers, Port Arthur, Ont.	Commenced May 29, 1918. Demand for increased wages. Partial increase granted. Work resumed June 3.	50	50
METALS, MACHINERY AND CONVEYANCES—			
Metal polishers and buffers, Weston, Ont.	Commenced February 12, 1918. Against a reduction in wages. Unterminated.	33	825
Machinists, Montreal, Que.	Commenced May 23. For increased wages and nine-hour day. Unterminated.	45	1,125
Machinists, Victoria, B.C.	Commenced May 1. For increased wages and shorter hours. Settlement affected through mediation, Department of Labour. Increases and shorter hours granted. Work resumed June 4.	180	360
Moulders, Toronto, Ont.	Commenced May 4. Demand for increased wages. Settled by negotiations between the parties; partial increase granted. Work resumed June 3.	340	340
Moulders, Hamilton, Ont.	Commenced May 5. Demand for increased wages. Settled by negotiations between the parties; partial increase granted. Work resumed June 8.	200	1,600
Boilermakers, Ottawa, Ont.	Commenced May 23. Demand for increased wages. Increases granted. Work resumed June 11.	53	424
Shipyard employees, Vancouver, Victoria and New Westminster, B.C.	Commenced May 23. Demand for increased wages and 44-hour week. Settlement affected through mediation, Department of Labour. Increases and shorter hours granted. Work resumed June 4.	4,800	9,600
TRANSPORTATION—			
Coal handlers, Port Arthur and Fort William, Ont.	Commenced May 27. Demand for increased wages. Increase granted. Work resumed June 12.	300	2,700
	DISPUTES COMMENCING DURING JUNE, 1918.		
MINES, SMELTERS AND QUARRIES—			
Coal Miners, Brulé Mines, Alta.	Commenced June 13. Objection to work while body of miner accidentally killed, lay in camp. Remains sent to relatives and work resumed June 19.	330	1,540

INDUSTRIAL DISPUTES, JUNE, 1918

Industry or Occupation	Particulars	No. of employees affected	Time loss in working days
	DISPUTES COMMENCING DURING JUNE, 1918— (*Continued*)		
BUILDING AND CONSTRUCTION—			
Carpenters, Port Arthur and Fort William, Ont.	Commenced June 19. Demand for increased wages. Unterminated.	.....	.....
Painters and decorators, Calgary, Alta.....	Commenced June 29. Demand for increased wages and reduction in hours. Unterminated.	40	20
Machinists and tool-makers (Willys-Overland Company), Toronto, Ont	Commenced June 12. Demand for standard rates of wages, hours and other working conditions. Settled by negotiations between the parties and Department of Labour. Work resumed June 19.	700	4,200
Machinists and toolmakers, (Russell Motor Company), Toronto, Ont.	Commenced June 25. Against dismissal of employee. Unterminated.	135	675
Moulders, Peterborough, Ont.....	Commenced June 6. Demand for increased wages. Settled by negotiations between the parties; increase granted. Work resumed June 24.	58	812
Steelworkers, New Glasgow, N.S.....	Commenced June 14. Demand for increased wages and other working conditions. Settled by negotiations between the parties. Partial increase granted. Work resumed June 19.	2,700	9,450
FOOD, TOBACCO AND LIQUORS—			
Bakers, Vancouver, B.C.....	Demand for increased wages, shorter hours and "closed shop.".....	.....	.....
TEXTILES, CORDAGE AND CARPETS—			
Knitting mill operatives, Toronto, Ont.....	Commenced June 12. Demand for increased wages. Unterminated..	88	1,364
LEATHER, BOOTS, SHOES AND RUBBER—			
Tannery, employees, Kingston, Ont.....	Commenced June 17. Against dismissal of employees. Settled by negotiations between the parties and Department of Labour. Men were re-instated. Work resumed June 28.	40	400
TRANSPORTATION—			
Machinists, Canadian Pacific Railway, Winnipeg, Man., Moose Jaw and Regina, Sask.	Commenced June 21. Demand for discharge of non-unionist employee. Settled by negotiations between the parties; employee retained in the company's service. Work resumed June 28.	500	3,000
Machinists, Canadian Pacific Railway, Nelson, B.C.	Commenced June 22. In sympathy with the strike at Winnipeg. Work resumed June 28.	25	125
Freight handlers, Toronto, Hamilton and Buffalo Railway, Hamilton, Ont	Commenced June 1. Demand for increased wages. Settled by negotiations between the parties. Partial increase granted. Work resumed June 6.	40	140
Warehousemen, Vancouver, B.C.....	Commenced June 1. Demand for increased wages and shorter hours. Settled by negotiations between the parties. Men returned to work at existing wages; hours reduced by one half-hour per week. Work resumed June 10.	7	49
Teamsters, Montreal, Que.....	Commenced June 19. Demand for increase in wages. Men returned to work at existing wages June 22.	225	675
Truckmen, Sydney, N.S.....	Commenced June 1. Demanded that Union have charge of issuing licenses for truckmen and hackmen. Settled by negotiations between the Police Commission and City Council. Work resumed June 8.	95	570
MUNICIPAL EMPLOYMENT—			
Civic employees, teamsters, London, Ont....	Commenced June 3. Demand for increased wages. Increase granted. Work resumed June 18.	30	360
MISCELLANEOUS—			
Labourers, Regina, Sask.....	Commenced June 4. Demand for increased wages and recognition of union. Settled by negotiations between the parties. Partial increase granted. Work resumed June 7.	100	250

CREATION OF A WAR LABOUR BOARD AND A LABOUR POLICIES BOARD IN THE UNITED STATES

THE May issue of the LABOUR GAZETTE (page 365) contained the report of the War Labour Conference Board, which recommended the creation, for the period of the war, of a national war labour board. The report outlined in detail the purposes and functions of the proposed Board.

On April 8, President Wilson, by proclamation, formally created such a Board as an integral part of the Department of Labour, and named as its members the same representatives of the employers and workers, who, together with ex-President Taft and Frank P. Walsh, representing the public interests, had composed the old Conference Board. The powers, functions and duties of the new National War Labour Board, and the methods by which they shall be put into effect, are those specified in the report of the Conference Board. The governing principles of the new Board are: That there shall be no strikes or lock-outs during the war; that the right of workers to organize in trade unions is recognized; that the right of employees to organize associations or groups is recognized; that employers shall not discharge workers for membership in trade unions; that the workers in recognizing their right to organize shall not use coercion to induce persons to join their organizations.

A number of disputes have already been heard by the Board, including that between the Commercial Telegraphers' Union and the Western Union Company. In this dispute the right to organize appears as the issue. Complaint was made to the Board that the company refused to employ members of the Telegraphers' Union, and had discharged about 700 operators for belonging to it. No dissatisfaction appears to exist among the employees; and the company is willing that they should organize for collective bargaining and adjustment of disputes, provided they refrain from striking and from affiliation with outside organizations using or advocating strikes. The company claims that it will be unable to give effective and uninterrupted service with unionism entrenched in its establishment.

The employers' representatives on the Board sustained the company, while the employee members and Messrs. Taft and Walsh advocated that the company should withdraw its objection to any of its employees joining unions, provided that they agree not to strike. The Board in its report states that the Western Union Company has refused to accept the compromise offered, "and no further action of the Board is therefore recommended." Later, however, in response to the special request of President Wilson, the company agreed to refrain, during the war, from discharging employees who are, or who may become, members of unions.

A recent announcement has also been made of the appointment of a new La-

bour Policies Board, composed of representatives of the War Department, of the Navy Department, of the Department of Agriculture, of the War Industries Board, of the Federal Fuel Administration, of the United States Shipping Board, of the Emergency Fleet Corporation, of the Fuel Administration and of the Railroad Administration; with Felix Frankfurter, assistant to the Secretary of Labour, as chairman. The Labour Policies Board is quite distinct from the War Labour Board already described: the work of the latter is both judicial and legislative, while that of the Labour Policies Board is administrative. It will bring together and co-ordinate into one consistent policy the various methods adopted by the different governmental departments in dealing with labour problems that affect production, always excepting disagreements between employers and workers.

Weekly meetings of the Board are being held and immediate attention is being given to the consideration of plans for the standardization of working conditions, the establishment of an agency through which prompt information regarding labour supplies, etc., may be given to industries, and the study of provisions affecting industrial relations to be incorporated in Government contracts.

The Board has recommended that all recruiting of labour for war industries shall be done through the central agency of the Employment Service of the Department ofLabour (see LABOUR GAZETTE for February, 1918, page 148) : that such a central agency must have sole direction of all recruiting of civilian workers for war work; and must, at the same time, have power to assure to essential industry an adequate supply of labour, even to the extent of withdrawing workers from non-essential production. Acting upon this recommendation, President Wilson has recently made a public statement drawing attention to the changed conditions which the war has created in the labour market, and urging all employers engaged in war work to refrain, after August first, from recruiting unskilled labour in any manner except through this central agency.

Standardization of wages for all skilled and unskilled labour engaged in war work is now under consideration by the Board as the second step in the labour stabilization programme.

REPORTS OF EMPLOYMENT OFFICES

DURING May there was a decrease of about 9 per cent in the demand for labour as compared with April on the basis of the daily average of vacancies notified to 110 employment offices (80 commercial, 17 public and 13 philanthropic.) As compared with the demand reported for May of last year by practically identical offices, there was an increase of slightly over 1 per cent. The total number of vacancies notified to all offices in May was 43,700, a daily average of 1663.1, as compared with 1834.2 in April, 1918, and with 1646.1

in May, 1917. The number of persons placed was 17,846, a daily average of 691.9, as compared with averages of 897.1 and 843.3 in the preceding month and in May of last year. The proportion of the total vacancies filled to the total vacancies notified was 41.6 per cent, as compared with 48.9 per cent in April and with 51.2 per cent in May, 1918.

As to employment for woman and girl workers, the number of vacancies notified was 6,269, a daily average of 256.1, as compared with 268.7 in April and with 297.5 in May, 1917. The number of such workers placed was 2,271, a daily average of 88.3, as compared with 97.4 in April and with 105.8 in the corresponding period of 1917.

The proportion of vacancies filled to vacancies notified for men and boys was 41.6 per cent and for women and girls 36.4 per cent, as compared with 51.0 per cent and 36.2 per cent, respectively, for April, and with 60.4 per cent and 39.6 per cent, respectively, for May, 1917.

Of the five principal centres of labour distribution — Montreal, Toronto, Winnipeg, Edmonton and Vancouver — Toronto showed increases in the demand for labour both as compared with April, 1918, and with May, 1917, Montreal recorded a gain in the first comparison and a decline in the second, Winnipeg and Edmonton showed decreases as compared with the preceding month and increases as compared with May of a year ago, while at Vancouver there were declines in both cases. Of the smaller centres, Hamilton and Calgary reported increases as compared with April, 1918, and also with May, 1917.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christain Association and other offices, was 1,959, a daily average of 75.3, as compared with averages of 68.3 in April and 69.5 in May, 1917. The number of casual jobs secured was 5,960, a daily average of 229.2, as compared with averages of 225.7 in the preceding month and with 194.6 in May of last year.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED MAY 31, 1918

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**320**	**35**	**2**	..	**357**	**1744**	**83**	**4**	..	**1831**
Halifax	2	....	..	..	2	2	....	..	..	2
St. John	31	....	..	..	31	31	....	..	..	31
Quebec	32	....	..	..	32	32	....	..	..	32
Montreal	52	....	..	..	52	567	....	..	..	567
Ottawa	12	3	..	..	15	65	4	..	..	69
Toronto	107	....	..	..	107	687	....	..	..	687
Hamilton	11	5	..	..	16	38	5	..	..	43
Winnipeg	12	21	..	..	33	72	64	..	..	136
Calgary	35	6	2	..	43	91	10	4	..	105
Edmonton	6	....	..	..	6	87	....	..	..	87
Vancouver	20	....	..	..	20	72	....	..	..	72
Y.W.C.A.	....	**74**	..	..	**74**	....	**191**	..	..	**191**
Winnipeg	....	10	..	..	10	....	10	..	..	10
Saskatoon	....	32	..	..	32	....	111	..	..	111
Edmonton	....	16	..	..	16	....	16	..	..	16
New Westminster	....	3	..	..	3	....	14	..	..	14
Victoria	....	13	..	..	13	....	40	..	..	40
Miscellaneous	**481**	**1039**	**5**	**3**	**1528**	**1129**	**2801**	**5**	**3**	**3938**
Montreal Municipal	79	5	..	..	84	79	5	..	..	84
Montreal Directorate of Female Immigration	....	11	..	..	11	....	11	..	..	11
Montreal Catholic Social Service Guild	10	75	..	..	85	10	108	..	..	118
Toronto Provincial	....	42	..	..	42	....	1120	..	..	1120
Toronto Municipal	37	....	..	..	37	118	....	..	..	118
Brantford Provincial	7	4	5	3	19	7	4	5	3	19
London Provincial	5	67	..	..	72	5	174	..	..	179
Hamilton Provincial	2	16	..	..	18	5	16	..	..	21
St. Thomas Provincial	4	3	..	..	7	9	7	..	..	16
Saskatoon Provincial	8	....	..	..	8	30	....	..	..	30
Winnipeg Municipal	169	222	..	..	391	674	636	..	..	1310
Vancouver Municipal	160	594	..	..	754	192	720	..	..	912
Total	**801**	**1148**	**7**	**3**	**1959**	**2873**	**3075**	**9**	**3**	**5960**
Daily average—										
April, 1918	....	....	..	..	**68.3**	....	....	..	..	**225.7**
May, 1918	....	....	..	..	**75.3**	....	....	..	..	**229.2**
May, 1917	....	....	..	..	**69.5**	....	....	..	..	**194.6**

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED MAY 31, 1918.

OFFICES	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average April, 1918	Daily Average May, 1918	Daily Average May, 1917	Men	Women	Boys	Girls	Total	Daily Average April, 1918	Daily Average May, 1918	Daily Average May, 1917
Halifax—Commercial (2)	10	31	4	6	51	1.96	1.96	4.54	5	29	1	5	40	1.81	1.54	1.16
St. John—Commercial (1)	74	10	2	....	86	4.05	3.73	1.33	10	2	....	....	12	.54	.55	.71
Quebec—Provincial	316	1	....	....	317	7.12	12.68	22.64	100	....	1	....	101	4.20	4.04	8.96
Sherbrooke	157	....	....	33	190	5.71	7.31	10.44	30	....	....	23	53	2.52	2.00	4.23
Provincial	157	....	....	27	184	5.52	7.08	9.71	30	....	....	21	51	2.40	1.92	3.96
Y.W.C.A.	....	....	....	6	6	.19	.23	.73	....	....	....	2	2	.12	.08	.27
Montreal	6037	488	1	15	6541	181.71	250.93	326.37	2395	79	....	1	2475	97.14	95.28	110.21
Provincial	626	83	....	....	709	22.28	28.36	53.64	247	18	....	....	265	13.32	10.60	25.36
Municipal	390	6	....	....	396	20.32	15.62	18.33	344	....	....	....	344	18.88	13.76	14.00
Catholic Social Service Guild	8	35	1	1	45	2.24	1.73	1.72	5	30	....	1	36	1.24	1.38	.72
Directorate of Female Immigration	....	124	....	....	124	5.19	4.77	4.07	....	18	....	....	18	1.00	.69	.59
Commercial (10)	5013	240	....	14	5267	131.68	200.45	248.61	1799	13	....	....	1812	62.70	68.85	69.54
Ottawa	963	75	138	18	1194	67.28	45.73	68.05	782	50	138	2	972	52.46	37.38	48.37
Provincial	601	45	138	....	784	33.00	30.15	37.48	601	45	138	....	784	33.00	30.15	37.48
Y.W.C.A.	....	14	....	2	16	1.88	.63	1.11	....	3	....	....	3	.19	.12	.29
Women's Hostel	....	16	....	16	32	1.40	1.03	1.39	....	2	....	2	4	.20	.15	.29
Commercial (5)	362	....	....	....	362	31.00	13.92	28.07	181	....	....	....	181	19.07	6.96	10.31
Toronto	5366	878	3	407	6654	251.21	262.73	232.48	2895	337	6	155	3393	165.49	133.68	159.29
Provincial	1534	362	....	362	2258	69.97	94.08	45.68	680	143	....	143	966	47.34	40.25	40.80
Municipal	995	....	3	....	998	40.42	38.38	57.38	845	....	3	....	848	34.27	32.62	39.71
Y.W.C.A.	....	200	....	25	225	7.29	9.00	7.29	....	48	....	2	50	1.08	2.00	.96
Commercial (6)	2837	316	....	20	3173	133.53	121.27	122.13	1370	146	3	10	1529	82.80	58.81	77.82
Hamilton—Provincial	392	214	27	....	633	12.85	24.35	12.77	38	56	71	....	165	4.69	5.35	8.09
London—Provincial	206	142	....	....	348	16.08	13.38	3.48	85	97	....	....	182	8.96	7.00	3.48
Brantford—Provincial	48	7	24	8	87	9.96	3.48	8.36	31	2	24	8	65	9.52	2.50	6.08
Kitchener—Provincial	27	....	5	16	48	1.88	1.92	2.00	20	....	1	13	34	1.35	1.36	.80
St. Thomas—Provincial	97	24	....	....	121	4.40	4.65	.38	29	8	....	....	37	1.52	1.42	.19
Walkerville—Provincial	36	....	....	....	36	2.00	1.44	1.69	36	....	....	....	36	1.64	1.44	1.69
Fort William & Port Arthur—Commercial (5)	2050	5	....	....	2055	100.12	83.67	59.32	671	1	....	....	672	29.88	33.59	20.67
Winnipeg	8241	1386	30	194	9851	508.46	368.13	339.06	1872	663	11	29	2575	141.43	98.20	165.98
Municipal	75	172	6	8	261	12.12	10.04	10.77	62	72	3	4	141	6.81	5.42	5.96
Girls' Home of Welcome	....	23	....	23	46	3.42	1.70	5.56	....	9	....	10	19	.73	.70	.67
Y.W.C.A.	....	51	....	51	102	6.38	3.78	8.08	....	7	....	8	15	.77	.56	1.15
Commercial (10)	8166	1140	24	112	9442	486.54	352.61	314.65	1810	575	8	7	2400	133.12	91.52	158.20
Brandon	340	65	16	50	471	28.31	13.74	10.10	115	5	....	7	127	11.42	4.70	7.11
Commercial (3)	340	65	16	50	471	28.31	13.74	10.10	115	5	....	7	127	11.42	4.70	7.11
Regina	565	128	35	141	869	36.85	33.42	52.00	375	72	13	33	493	25.65	18.96	18.85
Commercial (4)	565	128	35	141	869	36.85	33.42	52.00	375	72	13	33	493	25.65	18.96	18.85
Saskatoon	982	77	4	111	1174	73.23	45.00	46.39	724	22	1	20	767	39.54	29.48	30.23
Provincial	307	23	1	....	331	22.38	12.73	14.16	277	11	1	....	289	20.38	11.12	12.00
Y.W.C.A.	....	22	....	86	108	4.31	4.00	5.44	....	4	....	16	20	.85	.74	.72
Commercial (3)	675	32	3	25	735	46.54	28.27	26.79	447	7	....	4	458	18.31	17.62	17.51
Calgary	2785	61	6	3	2855	90.89	100.57	74.31	1105	37	1	2	1145	52.78	42.41	61.08
Commercial (5)	2785	61	6	3	2855	90.89	100.57	74.31	1105	37	1	2	1145	52.78	42.41	61.08
Edmonton	4303	429	24	138	4894	190.49	183.17	151.23	1546	105	8	9	1668	80.69	61.95	71.55
Y.W.C.A.	....	65	....	....	65	2.81	2.50	2.08	....	7	....	....	7	.31	.27	.23
Commercial (10)	4303	364	24	138	4829	187.68	180.67	149.15	1546	98	8	9	1661	80.38	61.68	71.32
New Westminster	15	16	....	1	32	3.55	1.23	1.66	9	1	....	5	15	.54	.58	.54
Municipal	15	7	....	....	22	2.27	.85	1.58	9	....	....	4	13	.50	.50	.46
Y.W.C.A.	....	9	....	1	10	1.28	.38	.08	....	1	....	1	2	.04	.08	.08
Vancouver	3980	414	15	386	4795	220.27	184.43	203.47	2324	189	9	132	2654	158.26	102.08	108.63
Municipal	86	71	2	....	159	39.88	6.12	8.87	86	16	2	....	104	36.96	4.00	6.26
Commercial (10)	3894	343	13	386	4636	180.39	178.31	194.60	2238	173	7	132	2550	121.30	98.08	102.37
Victoria	104	191	3	100	398	15.81	15.45	14.03	90	34	3	38	165	5.05	6.36	5.41
Y.W.C.A.	....	93	....	....	93	3.16	3.72	2.46	....	8	....	....	8	.16	.32	.12
Commercial (6)	104	98	3	100	305	12.65	11.73	11.57	90	26	3	38	157	4.89	6.04	5.29
Total (23 centres)	37094	4642	337	1627	43700	1834.19	1663.10	1646.10	15287	1789	288	482	17846	697.88	691.85	843.31

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

REPORTS from fifteen cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in June, showed a very inconsiderable decrease in the number of workers and an increase of nearly 5 per cent in the wages paid. In June, 7,686 persons were temporarilly employed in the two weeks, and the pay-rolls amounted to $276,358.42, as compared with 7,696 employees and an aggregate pay-roll of $263,848.57 in May.

St. John, Hamilton, London, Winnipeg, Brandon, Regina, Vancouver and Victoria all showed increases, both in the number of workers and in the wages paid. Montreal and Ottawa reported smaller numbers of employees and larger pay-rolls, while Toronto, Moose Jaw, Saskatoon, Calgary and Edmonton recorded declines in both cases.

The accompanying table summarizes reports from the nine cities for which returns are available since July, 1916. The table shows that as regards the number of workers, a decline began in January, 1917, and continued almost without interruption to November. During December, January, February and March an upward tendency was evidenced, but in April, May and June there were again decreases. As to wages, the total reported for June is larger than that for May, but it is smaller than the total for April and for the preceding months to January, 1918.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS. MAY AND JUNE, 1918

City	Number of employees temporarily employed in first fortnight in:		Amount of wages paid employees temporarily employed in first fortnight in:	
	May, 1918	June, 1918	May, 1918	June, 1918
St. John	307	390	$ 8,419.04	$11,845.63
Montreal	2,351	2,055	62,143.15	62,452.00
Ottawa	395	386	15,862.17	16,247.10
Toronto	1,364	1,332	53,142.67	52,503.52
Hamilton	418	454	14,801.24	16,174.31
London	239	256	7,486.19	8,194.24
Winnipeg	595	674	23,190.55	23,676.35
Brandon	44	56	1,554.96	1,926.52
Regina	312	409	14,176.63	17,687.76
Moose Jaw	88	79	3,715.10	3,512.55
Saskatoon	258	245	10,064.99	10,906.33
Calgary	366	339	14,451.70	14,446.23
Edmonton	314	311	12,433.63	12,392.88
Vancouver	412	424	11,995.85	14,206.99
Victoria	233	276	9,410.70	10,186.01
Total	7,696	7,686	$263,848.57	$276,358.42

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY NINE CITY CORPORATIONS, JULY, 1916—JUNE, 1918.

Month.	Total number of employees temporarily employed in first fortnight	Total amount of wages paid employees temporarily employed in first fortnight
1916		
July	10,244	$281,062.15
August	9,425	275,364.93
September	8,397	235,632.94
October	8,079	220,986.22
November	7,669	211,678.38
December	6,360	164,293.79
1917		
January	8,466	193,797.33
February	7,784	213,605.85
March	8,390	210,691.01
April	7,341	167,938.77
May	6,639	160,076.31
June	6,515	206,449.96
July	6,612	201,856.82
August	5,954	188,731.51
September	5,445	174,203.48
October	5,165	161,374.34
November	4,879	160,695.47
December	5,932	129,662.49
1918		
January	6,433	168,920.94
February	7,520	221,799.40
March	7,595	230,103.83
April	7,258	179,607.83
May	5,072	170,184.87
June	4,983	176,775.19

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in 35 cities, showed a decrease during June as compared with the previous month, the total value of building permits falling from $4,838,953 in May to $3,667,399 in June, a decrease of $1,171,554, or 24.2 per cent. Manitoba and Alberta recorded increases, while Saskatchewan remained practically stationary. As compared with the corresponding month of 1917, there was a decline of 9.2 per cent, the value for June, 1917, being $4,038,511. In this comparison there were gains in Nova Scotia, Ontario, Saskatchewan, Alberta and British Columbia.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	May, 1918	June, 1918	June, 1917	June, 1918, compared with May, 1918 Increase (+) Decrease (—)		June, 1918, compared with June, 1917. Increase (+) Decrease (—)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	**$354,607**	**$259,479**	**$141,613**	**— $95,128**	**— 26.82**	**+ $117,866**	**+ 83.23**
Halifax	298,940	200,086	102,750	— 98,854	— 33.07	+ 97,336	+ 94.73
Sydney	55,667	59,393	38,863	+ 3,726	+ 6.69	+ 20,530	+ 52.82
New Brunswick	**167,760**	**24,155**	**77,785**	**— 143,605**	**— 85.54**	**— 53,630**	**— 68.95**
Moncton	24,760	21,905	15,035	— 2,855	— 115.31	+ 6,870	+ 45.69
St. John	143,000	2,250	62,750	— 140,750	— 98.42	— 60,500	— 96.41
Quebec	**987,267**	**440,726**	**977,909**	**— 546,541**	**— 55.36**	**— 537,183**	**— 54.93**
Montreal-Maisonneuve	658,680	297,560	706,645	— 361,120	— 54.82	— 409,085	— 57.89
Quebec	252,562	48,300	86,179	— 204,262	— 80.87	— 37,879	— 43.95
Sherbrooke	23,500	8,300	92,360	— 15,200	— 64.68	— 84,060	— 91.01
Three Rivers	12,575	76,200	47,680	+ 63,625	+ 505.96	+ 28,520	+ 59.82
Westmount	39,950	10,366	45,045	— 29,584	— 74.05	— 34,679	— 76.99
Ontario	**2,314,755**	**1,926,599**	**1,577,029**	**— 388,156**	**— 16.77**	**+ 349,570**	**+ 22.17**
Brantford	182,825	55,235	21,495	— 127,590	— 69.79	+ 33,740	+ 156.97
Fort William	4,930	158,500	25,190	+ 153,570	+ 3,115.01	+ 133,310	+ 529.22
Guelph	9,105	8,993	3,322	— 112	— 1.23	+ 5,671	+ 170.71
Hamilton	134,800	273,653	288,020	+ 138,853	+ 103.00	— 14,367	— 4.99
Kingston	50,770	32,230	10,192	— 18,540	— 36.51	+ 22,038	+ 216.23
Kitchener	29,660	5,040	14,450	— 24,620	— 83.01	— 9,410	— 65.12
London	83,090	58,200	150,230	— 24,890	— 29.96	— 92,030	— 61.26
Ottawa	135,475	102,500	137,117	— 32,975	— 24.34	— 34,617	— 25.25
Peterborough	54,255	100,040	38,165	+ 45,785	+ 84.39	+ 61,875	+ 162.13
Port Arthur	525,375	6,359	13,268	— 519,016	— 98.79	— 6,909	— 52.07
Stratford	19,680	9,760	19,396	— 9,920	— 50.41	— 9,636	— 49.68
St. Catharines	110,662	61,375	22,300	— 49,287	— 44.54	+ 39,075	+ 175.22
St. Thomas	6,715	7,220	5,055	+ 505	+ 7.52	+ 2,165	+ 42.82
Toronto	877,508	1,006,314	692,794	+ 128,806	+ 14.68	+ 313,520	+ 45.25
Windsor	89,905	41,180	136,035	— 48,725	— 54.19	— 94,855	— 69.73
Manitoba	**305,054**	**440,760**	**762,700**	**+ 135,706**	**+ 44.46**	**— 321,940**	**— 42.21**
Brandon	4,354	8,360	7,500	+ 4,006	+ 92.01	+ 860	+ 11.47
Winnipeg	300,700	432,400	755,200	+ 131,700	+ 43.79	— 322,800	— 42.74
Saskatchewan	**314,495**	**315,465**	**308,755**	**+ 970**	**+ .31**	**+ 6,710**	**+ 2.17**
Moose Jaw	211,855	68,675	14,440	— 143,180	— 67.58	+ 54,235	+ 37.56
Regina	53,350	70,280	44,525	+ 16,930	+ 31.73	+ 25,755	+ 57.84
Saskatoon	49,290	176,510	249,790	+ 127,220	+ 258.10	— 73,280	— 29.34
Alberta	**108,420**	**190,775**	**138,800**	**+ 82,355**	**+ 75.96**	**+ 51,975**	**+ 37.45**
Calgary	63,600	133,600	101,300	+ 70,000	+ 110.06	+ 32,300	+ 31.88
Edmonton	44,820	57,175	37,500	+ 12,355	+ 27.56	+ 19,675	+ 52 47
British Columbia	**286,595**	**69,440**	**53,920**	**— 217,155**	**— 75.77**	**+ 15,520**	**+ 28.78**
New Westminster	3,700	3,750	5,880	+ 50	+ 1.35	— 2,130	— 36.22
Vancouver	261,845	59,300	42,555	— 202,545	— 77.35	+ 16,745	+ 39.35
Victoria	21,050	6,390	5,485	— 14,660	— 69.64	+ 905	+ 16.50
Total—35 cities	**$4,838,953**	**$3,667,399**	**$4,038,511**	**—$1,171,554**	**— 24.21**	**— $371,112**	**— 9.19**

Of the larger cities, Toronto reported increases both as compared with the preceding month and with June, 1917. Winnipeg showed a gain as compared with May, but a decline as compared with June of last year. Montreal recorded decreases in both cases, while at Vancouver there was a decline as compared with May and an increase in comparison with June, 1917. Of the smaller centres, Three Rivers, Fort William, Peterborough, Regina, Calgary and Edmonton all showed increases in both comparisons.

FAIR WAGES CONTRACTS, JUNE, 1918

DURING June the Department of Labour received for insertion in the LABOUR GAZETTE information relative to five fair wage contracts, three of which were awarded by the Department of Public Works and the remaining two by the Department of Railways and Canals. All these contracts contained the usual fair wage clause.

DEPARTMENT OF PUBLIC WORKS.—Supply of ice to Public Buildings for 1918-1919, Ottawa, Ont. Name of contractor, Geo. E. Kingsbury, Ottawa, Ont. Date of contract, May 21, 1918. Amount of contract, $0.22½ per 100 pounds.

DEPARTMENT OF PUBLIC WORKS.—Construction of three (3) hospital buildings for quarantine station, William Head, B.C. Name of contractors, Robertson and Partners, Limited, Vancouver, B.C. Date of contract, May 28, 1918. Amount of contract, $9,295.

DEPARTMENT OF PUBLIC WORKS.—Breakwater, Margaree, N.S. Name of contractor, Maurice A. Condon, Digby, N.S. Date of contract, June 7, 1918. Amount of contract, $12,690.

DEPARTMENT OF RAILWAYS AND CANALS.—Erection of No. 5 station building and platform at Belledune, County of Gloucester, N.B. Name of contractor, J. R. Hamilton, Point la Nim, N.B. Date of contract, June 20, 1918. Amount of contract, schedule rates.

DEPARTMENT OF RAILWAYS AND CANALS.—Construction, erection and completion of the superstructure of a wooden freight shed at Halifax Deepwater Terminals . Name of contractors, Nova Scotia Construction Company, Limited. Date of contract, June 27, 1918. Amount of contract, $32,000 bulk sum, and schedule rates for additions.

POST OFFICE DEPARTMENT.—The following is a statement of the payments made in June for supplies ordered by the Post Office Department subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages and the performance of work under sanitary conditions.

Nature of orders.	Amount of orders
Supplying new mail bags	$1,444.73
Repairing mail bags	3,549.34
Supplying mail bag fittings	1,833.95
Supplying stamping material	1,068.01
Making and repairing rubber stamps	21.97
Making metal dating stamps and type and making other hand stamps and brass crown seals	485.63
Making and supplying articles of official uniforms	9,717.85
Repairing mail clerk's tin boxes and steel portable boxes	49.20

INVESTIGATION INTO THE LAUNDRY INDUSTRY BY THE MANITOBA MINIMUM WAGE BOARD

THE Manitoba Minimum Wage Act, 1918, the full text of which will be printed in the August issue, provides for the appointment of a Board which shall have power to make orders as to minimum wages, hours of employment and conditions of labour for female employees in mail order houses, shops and factories within the province.

A Minimum Wage Board consisting of five members has therefore been appointed as follows: Dr. J. W. Macmillan, chairman; Mrs. Claude Nash and Edward Parnell, representing employers; and Miss Lynne Flett and James Winning, representing employees. E. McGrath, of the Bureau of Labour, has been appointed secretary to the Board.

The first investigation made by the Board was in connection with the laundry industry. As a result of the conference between three representatives of the women laundry workers, three representatives of the employers, and the members of the Board, the minimum wage for a woman worker over eighteen years of age in the laundry industry has been fixed at $9.50 per week. This minimum wage was based on a cost of living schedule drawn up by the Board and approved by the conference. It was estimated that a girl could live decently on $493.25 a year, or $9.48 a week.

The following is the schedule:

Board and lodging $5.50 per week...	$286 00
Footwear and repairs	20 00
Stockings	4 00
Underwear and nightgowns	10 00
Petticoats	4 25
Suit, at $25 (coat and skirt, to last two years)	12 50
Coat and possibly summer suit at $25 (to last two years)	12 50
Dresses and aprons	15 00
Shirt waists	6 00
Handkerchiefs	1 25
Corsets	4 00
Gloves	2 25
Corset waists	2 00
Neckwear	1 00
Hats	10 00
Umbrella	1 00
Sweater at $7.50 (to last three years)	2 50
Laundry	15 00
Doctor and Dentist	15 00
Street car fares	20 00
Magazines and postage	5 00
Association dues and insurance	8 00
Recreation and amusements	18 50
Church and contributions	5 00
Incidentals	12 50
Total expenditure for the year	$493 25
Total weekly expenditure	9 48

In the case of inexperienced employees of 18 years of age or over a probation period of six months is allowed, in which the minimum wage shall be $8 for the first three months, and $9 for the second three months, after which they shall be considered as experienced employees. In the case of employees under 18 years of age a probation period of eighteen months is allowed, in which the minimum wage shall be $7 for the first six months, $7.50 for the second six months, and $8 for the third six months. After eighteen months employment such employees shall be paid at the experienced rate of $9.50 a week. These concessions were given the laundries because of the huge increase in the cost of doing business, also the competition of the Chinese laundries which are held down no standards of hours, wages or conditions of labour. It is also stipulated that the wages shall be paid weekly; and that one week's notice shall be given by the employer in dismissing an employee, and by the employee on leaving employment; except in the case of flagrant insubordination or unjust treatment. The findings of the Board also provided for shorter hours of labour in laundries, for improvements in lighting, heating, ventilation, cleanliness and protection from injury.

THE UNITED STATES WAR LABOUR BOARD ORDERS A GENERAL WAGE INCREASE TO NEWS PRINT PAPER WORKERS

THE National War Labour Board, the formation of which was outlined in a preceding article, rendered June 27 a final decision and award in the wage controversy between the manufacturers of news-print paper and their employees in the United States. Nineteen paper manufacturing companies scattered throughout the country are affected by the decision the principal features of which are as follows:

A general increase of 10 cents an hour is made in the wages of the workers throughout the industry.

Minimum rates of pay are established both for men and for women workers, based upon the prevailing cost of living.

Payment on the basis of an eight-hour day to all employees working inside the mills, with time and a half for overtime; and on the basis of a nine-hour day to outside employees, with time and a half for overtime.

It is provided in the award that upon January 1 and July 1 of each year, during the period of the war and for six months after, there shall be a readjustment of wages, providing statistics compiled by the government show an increase in the cost of living of 10 per cent in excess of the cost on July 1, 1918. In such a case the workers shall receive a wage advance to cover the increased cost of living.

The right of the workers to organize into trade-unions and to bargain collectively with their employers through chosen representativs is upheld.

The decision and award is effective in th paper, pulp, and sulphite mills of the following companies: Abitibi Power & Paper Co., Fort Francis Pulp & Paper Co. (Ltd.), St. Regis Paper Co., Tidewater Paper Mills Co., International Paper Co., St. Maurice Paper Co., De Grasse Paper Co., High Falls Pulp & Paper Co., Spanish River Pulp & Paper Mills (Ltd.), Taggarta Paper Co., E. B. Eddy Co. (Ltd.), Ontario Paper Co. (Ltd.), Falls River Co. (Ltd.), Union Bag & Paper Co., Lake Superior Co., Itasca Paper Co., Pejepscot Paper Co., Powell River Co. (Ltd.), Finch Pruyn Co.

The full text of the decision and award follows:

Working Conditions

The hours of employment and general working conditions in force April 30, 1918, except as herein provided, whether based upon written or verbal agreement or general understanding, shall remain in full force for and during the period of the war and for six months thereafter, unless changed by mutual consent of the committees of the employers and employees respectively, referred to in the following subsection (a):

(a) It is recommended that a committee of five representing the employers and a similar committee representing the employees be formed by the respective groups, which said committee shall make careful investigation and study in the industry and endeavor to submit a uniform classification of employees, establish proper wage differentials between the various classes, the various grades in each class, and to formulate a schedule of working conditions that can be adopted by all the mills with a view of establishing uniform classification working conditions and wage schedules throughout the industry. These committees should be appointed at once and endeavor to reach a conclusion and report within six months from July 1, 1918.

Hours of Labour

(a) All hourly employees working inside the mills shall be paid on the basis of eight hours per day, with time and one-half for overtime. Mechanics or repair men when working outside the mill shall be paid on the same basis as if they were working inside.

(b) All employees regularly working outside the mills shall be paid on the basis of nine hours per day, with time and one-half for overtime.

Basis of Wage Scale

(a) The basis of the new scale of wages for tour workers shall be 41 cents per hour.

(b) The basis of the new scale of wages for inside day workers, except girls employed in finishing room, shall be 38 cents per hour.

(c) All female employees doing the same work as males shall receive the same rate of pay as males receive for the same work.

(d) The minimum rate for mechanical repair men shall be 50 cents per hour and for their helpers 39 cents per hour.

Rates of Wages

The rate of wages shall be 10 cents per hour higher than the rates shown in the International Paper Co.'s schedule of October 21, 1917, except when the addition of 10 cents per hour does not equal the minimums herein elsewhere established. Schedules showing these rates are attached hereto and made a part of this report.[1] This schedule is used for the purpose of establishing as nearly as possible at the present time and pending the report of the joint committee herein provided for a uniform classification and wage rate. It is understood that all rates of wages are to be considered as minimum rates for the various classifications to which they are appended. In mills where the classification does not now exactly conform to the attached schedule an equitable adjustment of such minor differences as may exist shall be made, using said scale as a basis.

Adjustment of Wages

The wage scale adopted herein is based upon the present cost of living. On January 1 and July 1 of each year during the period of the war and for six months thereafter, there shall be an adjustment of wages which shall automatically take place on the above dates, providing Government statistics show an increase in the cost of living not less than 10 per cent in excess of the cost on July 1, 1918, in which case the employees shall receive an increase in wages equal to said increase in cost of living. Should said statistics show a decrease of not less than 10 per cent in the cost of living then the rate of wages shall be correspondingly decreased.

Overtime for Tour Workers

Whenever tour workers are required to work overtime for more than two weeks to fill a vacancy all overtime over two weeks shall be paid for at double-time rates. If, however, the employer is unable to fill such vacancy he may apply to the Union to furnish a suitable man to fill same and if the union is unable to furnish the required man the employer shall only be required to pay at the rate of time and one-half until the vacancy is filled.

Designation of Hours of Work

In cases of day workers working eight (8) hours per day the employer shall have the right to designate the particular hours to be worked without overtime allowance, between 7 a.m. and 5 p.m., providing the employee works eight consecutive hours with time out for lunch.

Foremen and Boss Machine Tenders

Foremen and boss machine tenders shall not do manual labour in excess of 1 per cent of the time.

1. The schedules are omitted in this report.

Holidays

The number of holidays shall be four in each year, viz.: Fourth of July, Labour Day, Thanksgiving and Christmas. These holidays may be changed by mutual consent of employer and employees in each mill. Thirty-six hours shall be allowed for the Christmas holiday only.

Right to Organize

The right of the workers to organize in trade-unions and to bargain collectively through chosen representatives is hereby recognized and affirmed. This right shall not be denied, abridged or interfered with by the employer or the representatives in any manner whatsoever.

The right of employers to organize in association or groups and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the workers in any manner whatsoever.

PRICES, RETAIL AND WHOLESALE, IN CANADA, JUNE, 1918, AND IN OTHER COUNTRIES

PRICES continued upward, both the family food budget and the index number of wholesale prices showing increases. Meats were upward, but there were decreases in hogs, some hog products, milk, butter and potatoes. Wool, cotton and other textiles advanced considerably as well as metals and building materials. Some grains and fish were lower.

In retail prices the average cost of a family budget of staple foods in some 60 cities averaged $12.77 at the middle of June as compared with $12.66 in May, $11.88 in June, 1917, and $7.35 in June, 1914. The chief increases for the month were in meats, but there were some decreases in milk, butter and potatoes. In coal, wood and coal oil there were some increases. Rent was higher in Ontario and British Columbia.

In wholesale prices the Department's index number reached 280.6 as compared with 275.8 in May, 242.7 in June, 1917, and 135.3 in June, 1914. The chief increases for the month appeared in the groups: Fruits and Vegetables, Textiles, and Fuel and Lighting, the last being due to a rise in the price of matches. Slight increases in Metals and Implements, Building Materials, House Furnishings, and Drugs and Chemicals occurred, with decreases in Grains and Fodder, Animals and Meats, and Fish.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba

and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the *Labour Gazette* from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats, prices continued to rise in several of the cities, following the advances in May. The increases were greatest in beef, but were not so general as in the previous month. Some advances also occurred in mutton.

Eggs were up in several of the cities, but they declined in some localities. Milk was lower at St. John's, Que., Orillia, Ont., Medicine Hat and Edmonton, Alta., but at Windsor, Ont., the price advanced from 14c to 14-15c per quart. Butter fluctuated, being up in some cities and down in others. At Sorel, P.Q., the price of bread decreased from 25c per loaf of 4 pounds to 16-17-17½-18c per loaf as a new shop was opened where bread was sold at 16c per loaf. At Nanaimo, B.C., the price was reduced from 25c for two loaves of 1¼ pounds each to 10c per loaf, being a reduction from 10c to 8c per pound. Flour was slightly higher at London, St. Thomas and Owen Sound, but was lower at Port Arthur and Fort William. Prices also increased at Victoria, B.C. Rice was higher at Newcastle, N.B., Orillia, Niagara Falls, London, Port Arthur and Fort William. Tapioca advanced in some localities.

Sugar was almost unchanged throughout the country. In tea and coffee, prices advanced in nearly all of the cities owing to the new duties in May, but in some localities they were advanced in June.

Potatoes were somewhat higher in some of the cities and lower in others, but were steady in most localities. The average for the Dominion was lower as there were a number of decreases in Ontario particularly.

Anthracite coal was higher at St. John and Fredericton, N.B., Sherbrooke and St. John's, P.Q., Ottawa, Peterborough and St. Thomas, Ont., and Winnipeg, Man. Soft coal showed very little change, except in Western Canada, where advances occurred at Calgary, Lethbridge and Nanaimo. Wood and coal oil were very little changed.

Rent advanced at Sault Ste. Marie, Ont., and Vancouver, B.C.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Nova Scotia						New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Moncton	St. John	Fredericton	Newcastle	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin steak...lb.....	38	35	30	38	32	34.6	32-35	40	35	32	35.1	27-30	40	35	30-35
2-Beef, round steak.... "	35	35	30	35	30	33.0	30-32	30	30	30	30.3	27-30	35	30	30-35
3-Beef, rib roast prime "	35	30	22	32	28	29.4	25-28	35	25	25	27.9	28	40	30	28
4-Beef, shoulder roast med.....	25-28	25	20	26	24	24.3	20-24	25	25	22	23.5	21-23	30	25	25
5-Veal, roast, forequarter "	18-20	18-25	22	20	18	20.1	18-22	14	16	.....	16.7	25-30	25	25	25
6-Mutton, leg roast, h'q. "	25-35	.....	25	40	22	29.3	.....	35	25	22	27.3	25-28	30	.....	30
7-Pork, fresh, roast, ham "	38	35	32	34	28	33.4	35	35	30	30	32.5	36-38	40	35	35
8-Pork, fresh chops.... "	38	35	32	35	30	34.0	35	38	35	32	35.0	36	40	35	35
9-Pork, salt, mess.... "	22	35	32	34	30	30.6	35	40	38	40	38.2	38-40	40	33	34
10-Bacon, br'fast, not sli'd "	50	50	48	45	40	46.6	48	50	50	55	50.8	50	50	50	50
11-Fish, fresh, g. quality. "	6-25	15-35	25	8-12	15	.....	12-20	10-15	15	13	.....	12	15-35	15	12-15
12-Fish, salt, herrings..doz.....	60	60	60	60	60	.....	60	60	50	10	.....	60	60	.....	.....
13-Salmon, canned, med..lb.....	.....	30-35	35	30	35	33.1	35	35	30	35	33.8	30	25-40	30	25
14-Lard, pure leaf, best.. "	40	38	38	38	40	38.8	36	38	36	40	37.5	36	40	38	35
15-Eggs, new laid.....doz.....	45	40	45	50	40	44.0	50	45	40	40	43.8	45	45	50	45
16-Eggs, storage..... "	.....	.....	40	.....	.....	40.0	.....	.....	30	.....	30.0	.....	40	.....	.....
17-Milk, delivered.....qt.....	12-14	12	10	12.5	11	11.7	9-10	12	11	10	10.6	12	12	10	10
18-Butter, dairy solids...lb.....	55	50	45	52	55	51.5	a45	42	40	50	44.3	40-42	44	50	42
19- " creamery prints "	60	58	50	58	60	57.2	50	45	52	55	50.5	44-46	47	55	45
20-Cheese, old..... "	.....	.....	.....	.....	.....	.....	32	35	33	.....	33.3	35-37	35	35	30-32
21-Cheese, new..... "	30	32	30	32	32	31.2	.....	.....	30	35	32.5	31-33	30	.....	30
22-Bread, plain white... "	8	8	8	8	8	8.0	8-8.7	8-8.7	8	8.7	8.4	8	7.3	8.3	8.3
23-Flour, family..... "	7.5-7.7	7.9	7.3	7.3	8.3	7.7	6.9	7.3	7.7	7.9	7.5	7.5	7.3	7.9	6.3
24-Rolled oats, standard. "	9	9	8	10	8	8.8	8	9	8	10	8.8	9	8	9	8
25-Rice, medium..... "	14	15	10	12	12	12.6	12	12	12	13	12.3	10	10	12.5	10
26-Rice, Patna..... "	.....	.....	10	18	12	13.3	.....	15	15	17	15.7	.....	12	18	10
27-Tapioca, medium pearl "	22-25	15	25	20	20	20.7	20	25	22	25	23.0	15	20	23	20
28-Tomatoes, canned 3's can.....	30	28	25	25	30	27.6	25	25	28	27	26.3	25	25	25	25
29-Peas, canned 2's.... "	25	20	20	20	20	21.0	20	25	18	20	20.8	20	20	20	25
30-Corn, canned 2's.... "	25	25	25	25	25	25.0	24	25	25	23	24.3	20	25	25	23
31-Beans, common.....lb	20	20	20	18	20	19.6	20	18	18	20	19.0	18	20	20	18
32-Apples, evaporated... "	.....	18	28	25	.....	23.7	.....	.....	23	28	25.5	16	30	.....	25
33-Prunes, medium..... "	18-20	15	16	18	15	16.6	18	20	18	20	19.0	18	20	18	18
34-Sugar, granulated.... "	12	11	10	11	10.5	10.9	10	10.8	10	10	10.2	10	10	12	10
35-Sugar, yellow..... "	11	10	9.1	10	10	10.0	10	10.5	9.1	10	9.9	9	9	11	9.5
36-Tea, black, medium.. "	60-65	55	55	65	50	57.5	65	60	60	55	60.0	60	45	60	40
37-Tea, green, medium.. "	.....	55	55	65	.....	58.3	.....	70	70	65	68.3	60	45	60	35
38-Coffee, medium..... "	45-50	50	45	50	45	47.5	50	45	50	55	50.0	55-60	45	50	40
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	$1.72	f	$1.50	$1.15	$1.60	$1.65	$1.53	$1.50	$1.80	$1.50	$1.75	$1.64	$1.75	f $1.97	$2.25	$2.10
40-Vinegar, white wine, XXX, per quart.....	.12	.12	.10	.15	.13	12.4	10	.18	.10	12.5	12.6	18-22	.15	.15	.10
41-Starch, laundry, per pound.....	.15	.12	.15	.15	.15	14.4	15	.16	.14	.15	15.0	12-14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs.....	16.80	.....	15.00	14.50	14.25	15.14	.....	15.50	13.50	14.00	14.33	12.00	11.50	10.75	10.50
43-Coal, bituminous, domestic, per ton, 2,000 lbs.....	4.80	7.50	7.15-9.25	8.00	10.00	7.60	7.50-8.50	8.00-12.00	9.00	8.00	8.75	12.00	10.00	10.00	10.50
44-Wood, hard, best, per long cord (128 cu. ft.).....	6.00	6.00	6.00	10.00	8.00	7.20	8.00	b6.40 6.90	14.00	7.00	8.91	b13.33 14.67	12.00	12.00	d 13.00
45-Wood, soft, best, per long cord (128 cu. ft.).....	5.00	5.00	4.50	6.50	4.50	5.10	4.00	b5.60	6.00	4.00	4.90	b11.33 12.67	8.00	11.00	d7.50 8.00
46-Coal oil, prime white, per gallon.....	.28	.25	.27	.25	.28	26.6	.26	.24	.22	.27	24.8	.20	.25	.25	.22
47-Rent, house, 6 roomed, san. conveniences, mon.....	14.00-18.00	14.00	16.00	25.00	18.00-20.00	18.00	20.00 25.0	13.00	16.00	14.00	16.38	17.00-20.00	12.00	16.00	14.00
48-Rent, house, 6-roomed, no san. con., per month.....	8.00-12.00	9.00	7.00	18.00-20.00	12.00-15.00	11.70	14.00 16.00	10.00	12.00	10.00	11.75	.....	8.00	14.00	7.00

a Prints. *b* Calculated from price per wagon load. *d* Slabs and millwood.

CANADA, AT THE MIDDLE OF JUNE, 1918

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
33	35	38	35	**34.6**	40	38-45	35-40	40	40	38-40	38-42	40	42	32	38	35	38	35	1
33	35	35	33-35	**32.9**	38	35-40	32-38	35	38	35	35-40	38	38	30	35	33	35	35	2
20	30	28	28-30	**29.1**	35	32-36	32-38	30	30	30-32	32-35	30	35-37	28	33	35	35	28	3
25	25	28	28-30	**26.1**	30	31	30	26	28	28	28	27	31	24	25	28	28	28	4
15	25	16.5	20-22	**22.5**	30	20-25	25-30	30	30	30-35	28-32	30	30	30	35	25	32	28	5
35	38	38	.....	**32.9**	36	33	40-42	40	38	25	37-40	40	40	30	45	35	40	30	6
35	38	40	35	**36.9**	38	38-40	38-40	32	40	37	37-40	40	40	37	45	43	35	40	7
35	38	40	35	**36.8**	42	40-43	38-42	35	42	38-40	40-45	40	42	40	45	43	42	40-42	8
37	38	38	35	**36.8**	38	33-35	33-35	.....	35	.....	35-38	38	38	33	40	25	34	.....	9
55	45	48	48-50	**49.6**	52	48-50	48	55	54	53	45-48	55	46-48	48-50	50	44	45	48	10
12-18	10-15	10	15	.....	10-12	15-35	18	15	20	15	15-22	18	20-25	18	22	25	12.5-30	22	11
.....	96	90	55	.....	.....	.....	.....	.....	12.5	.....	90	.....	.....	50	.....	.....	.....	.....	12
25	30-36	25	20-40	**28.8**	25-35	25-40	28-40	25	30	30	25-35	35	27-30	30	35	35-40	38	30	13
35	35	38	35-37	**36.6**	35	35-37	30-35	37	39	38	37	40	35	33	38	37	36	37	14
40	45	45	44-45	**44.9**	47	45	45	38	40	38	45	50	45	43	45	42	42	40	15
.....	38	.....	.....	**39.0**	.....	.....	.....	.....	.....	.....	.....	.....	43	.....	.....	.....	.....	.....	16
9	9.5	12.5	11	**10.8**	11	11-12	10-11	11	11.1	10	13.3	12	12	12.5	12	11.8	11-12	10.5	17
.....	46	.....	47-50	**45.3**	49	48-50	45	50	a45	38	40	.....	45	40	47	45	a45	48	18
45	48	50	50-52	**48.3**	53	52-54	45-50	50	48	43	50-55	55	49-50	47	50	48	50	50	19
30	33	37	.....	**33.9**	35	30-32	35	34	35	35	38	35	32	30	.....	32	35	34	20
.....	28	32	28	**30.0**	30	.....	30	.....	30	30	28-30	28	30	28	32	28	30	.....	21
6.3-6.7	7.3	8	7.3	**7.6**	6.9	7.3	7.3	6.3	7.3	7.3	6.7	7.3	7.3	8	6.7-7.3	7.3	7.3	7.3	22
6.5	7.3	7 3	6.5-6.7	**7.1**	7.1	6.3-6.7	6.9	6.9	6.7	5.8	6.9-7.3	6.7	6.5	6.6	6.7	6.3	6.5	6.1	23
7	10	7	7.5	**8.2**	8	7.9-9	7	7.5	9	6.3	9	7	7.1	7	9	8.3	8.3	8	24
10	12	12.5	10-12	**11.0**	12	12.5	10-12	11	12.5	12.5	12.5	12.5	12.5	10	10	12	10	.....	25
12	15	15	12-15	**13.6**	15	15	12	15	15	15	15-18	14	15	13-14	13	15	12.5	10	26
20	16	20	18-20	**19.1**	20	20	18	20	18	18	20	20	20	18	20	20	20	20	27
32	25	25	25	**25.9**	25	25	25	25	25	30	25-30	30	25	21	25	30	25	25	28
25	25	20	18-20	**21.8**	18	20	18	20	20	20	20-30	25	20-22	17	20	20	20	15	29
25	22	17.5	20-23	**22.4**	25	25	23	25	25	25	25-30	25	25	21	25	25	25	25	30
15	18	18	15	**17.8**	18	12.5-15	15	17	18	15	15-18	18	20	15	15	18	12.5	15	31
25	25	18	25	**23.4**	20	18-20	15	.....	20	.....	.....	.....	.....	15	.....	28	.....	.....	32
15	25	15	12.5-15	**17.9**	18	20	18	18	17	17.5	15-25	17	18	15-18	18	20	18	18	33
10	12.5	10	9.8-10.3	**10.6**	10	11.1	10.5	10	10.5	11.1	10	10	11.1	10	11.1	11.1	11	10	34
9.1	11.1	9	9.3-9.8	**9.7**	9.5	10	9.1	9.1	10	10	9	9.1	10	9.1	10.5	10	10	10	35
50	50	55	50-55	**51.6**	70	65	45-50	70	60	50	60-70	50	65-70	60	70	60-70	65	55-60	36
50	50	50	40-45	**49.1**	60	60	45-50	65-70	55	40	50-55	50	55-60	60	70	60	60	55	37
50	50	40	50	**47.8**	55	50	50	35	50	40	45-55	30	45-50	35	45	30-50	45	30	38
			1.90-			1.50-	1.85-				2.00-		f						
$1.50	$1.75	$2.20	$2.00	**$1.93**	$1.85	$1.80	$2.00	$1.65	$1.60	$1.25	$2.15	$2.25	$1.95	$1.75	$2.25	$2.00	$1.60	$1.75	39
.10	.16	.15	.10	**13.9**	.125	.10	.125	.10	.14	.10	.12	.125	.12	.12	.10	.10	.13	.10	40
			.10-										.12-						
.10	.15	.12	.12.5	**13.3**	.13	.15	.15	.12	.125	.12	.125	.14	.14	.12	.15	.15	.13	.13	41
10.00	10.00	10.50	10.25	**10.69**	10.25	10.60	11.00	12.00	11.50	11.00	10.00	.....	10.00	10.00	10.00	10.00	10.00	10.00	42
10.00	....	8.50	.....	**10.17**	9.25	.....	10.50	12.00	11.50	10.00	12.00	.....	.....	12.00	10.00	10.00	9.50	10.00	43
11.00-						b													
12.00	15.00	d14.00	12.50	**13.00**	13.75	15.00	13.00	11.00	11.00	14.00	b17.00	g	.....	17.00	16.00	15.00	14.50	15.00	44
9.00-						b													
10.00	9.00	d8.00	b9.00	**9.28**	7.00	12.00	10.50	9.00	7.00	8.00	b9.00	g	.....	14.00	14.00	10.00	9.00	10.00	45
.22	.22	.30	.28	**24.3**	.30	.25	.25	.22	.28	.25	20-25	.22	.25	.20	.25	.25	.24	.25	46
12.00	10.00	14.00-	15.00				15.00-	18.00-	20.00-	13.00-	22.00-	15.00-		23.00	15.00		14.00-	18.00	
14.00-	12.00	18.00	20.00	**14.75**	24.00	16.00	20.00	20.00	25.00	16.00	30.00	20.00	16.00	25.00	20.00	18.00	16.00	22.00	47
9.00-	6.00	12.00-	11.00				14.00-	15.00-	16.00-	11.00-	16.00-	12.00-		17.00			10.00-	12.00	
12.00	10.00	13.00	15.00	**10.36**	17.00	11.00	16 00.	18.00	18.00	13.00	20.00	15.00	14.00	19.00	13.00	14.00	12.00	15.00	48

c Mixed—poplar, tamarac, jackpine, birch, maple, etc.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION.

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin, steak.....lb.	38	35	35-40	38-40	38	36	35	42	45	40	40	**38.5**	42	35	**38.5**
2-Beef, round steak..... "	33	33	35-38	35-38	35	35	32-35	40	40	35	35	**35.7**	36	30	**33.0**
3-Beef, rib, roast, prime..... "	30	28	30-35	30-32	30	38	28-30	38	35	32	32	**32.4**	38	25	**31.5**
4-Beef, shoulder roast..... "	25	26	28-30	28-30	28	28	25-27	35	30-32	30	30	**28.4**	28	25	**26.5**
5-Veal, roast, forequarter.... "	30	28	30	25	30	32	30	36	30	35	35	**30.1**	30	30	**30.0**
6-Mutton, leg roast, hind'q'ter "	38	.....	35	.....	35	32	30	38	45	40	40	**36.7**	38	35	**36.5**
7-Pork, fresh, roast, ham.... "	42	46	38-40	42	45	50	35	40	40	40	40	**40.1**	35	40	**37.5**
8-Pork, fresh, chops..... "	42	42	45	45	45	48	35-38	40	40	45	45	**42.0**	48	40	**44.0**
9-Pork, salt, mess..... "	20	37	38	.....	35	.....	.....	37	.....	40	40	**35.1**	30	30	**30.0**
10-Bacon, breakfast, not sliced "	50	47	53	50	48	50	50	50	48	60	60	**50.5**	50	50	**50.0**
11-Fish, fresh, good quality... "	13-15	25	12	15	14-20	15-25	16-18	20	17	15	15	.....	.....	30	.....
12-Fish, salt, herrings.....doz	90	.....	40	30	50	.....	.....	70	.....	60	60	.....	90	.....	.....
13-Salmon, canned, medium...lb.	30	35	35	25	30	38	30	30-35	35	25-40	25-40	**32.0**	35	35	**35.0**
14-Lard, pure leaf, best..... "	27	34	35	36	37	36	30	35	38	40	40	**36.3**	40	35	**37.5**
15-Eggs, new laid.....doz.	40	37	42	42	40	37	36	45	50	55	60	**43.6**	37	40	**38.5**
16-Eggs, storage..... "	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	**43.1**	.....	.....	.....
17-Milk, delivered.....qt	10	10	10	10	12	14-15	10	15	13.3	14.3	14.3	**11.8**	13	12.5	**12.8**
18-Butter, dairy solids.....lb.	*a*45	40	45	48	40	40	36	48	48	*a*55	*a*50	**45.0**	.....	45	**45.0**
19-Butter, creamery prints.... "	50	43	48	50	45	42	45	50	52	60	60	**49.7**	48	55	**51.5**
20-Cheese, old..... "	30	32	35	32	32	36	30	33	.....	30	30	**33.1**	38	35	**36.5**
21-Cheese, new..... "	30	30	30	30	30	35	.....	.....	30	30	30	**30.0**	30	.....	**30.0**
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	8.7	8	8.3	8.3	**7.4**	7.5	7.3	**7.4**
23-Flour, family..... "	6.3	6	6.9	6.5	6.7	6.7	6.8	7.1	6.9	6.3	6.3	**6.6**	6.3	6.7	**6.5**
24-Rolled oats, standard..... "	7	7.5	8.3	8	8	8.3	8.3	8	7	6.8	8.3	**7.8**	8	7.5	**7.8**
25-Rice, medium..... "	10	13	13	10-12.5	10	12.5	10-12	12	10	12.5	15	**11.7**	10	10	**10.0**
26-Rice, Patna..... "	12.5	15	15	15	15	14	12.5	15	14	17.5	18	**14.4**	12.5	12.5	**12.5**
27-Tapioca, medium pearl..... "	20	18	18	20	20	15	15	20	17	20	20-25	**19.1**	17.5	17.5	**17.5**
28-Tomatoes, canned 3's.....can	20	25	25	25	25	32	25	25	25	25	25-30	**25.7**	25	25	**25.0**
29-Peas, canned 2's..... "	15	20	20	20	22	22	20	23	19	15-20	15-20	**19.8**	17	20	**18.5**
30-Corn, canned 2's..... "	20	20	23	25	25	25	20	23	23	25	25	**24.0**	22	23	**22.5**
31-Beans, common..... "	17	20	15	17	20	32	15	20	14	20	20	**17.5**	13	12.5	**12.8**
32-Apples, evaporated..... "	25	.....	.....	.....	.....	.....	.....	27	.....	25	25	**21.9**	23	20	**21.5**
33-Prunes, medium..... "	15	17	15	15	15	25	15	20	16	20	20	**17.9**	19	18	**18.5**
34-Sugar, granulated..... "	11.1	10.5	10.5	10	11.1	10	10	11	11.1	11.8	11.8	**10.7**	11.1	11.1	**11.1**
35-Sugar, yellow..... "	10	9.1	9.5	9.1	10	10	9.5	11	10	11.1	11.1	**9.8**	10	10	**10.0**
36-Tea, black, medium..... "	60	55	60	60	50-70	50-65	55	50	65	60-85	65-85	**61.3**	45	55	**50.0**
37-Tea, green, medium..... "	50	55	60	60	45-50	50-65	50	50	50	55-75	60-75	**56.3**	45	45	**45.0**
38-Coffee, medium..... "	45	45	50	40	40	35-45	45	45	40	35-45	40-45	**43.0**	28	40	**34.0**
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	2.00	1.50	2.10	2.25	2.00	1.80	1.35	2.10	2.00	2.00	2.00	**1.87**	1.85	2.10	**1.98**
40-Vinegar, white wine, XXX, per quart.....	.10	.10	.13	.125	.10	.12	.125	.12	.15	.15	.15	**11.9**	.10	.15	**12.5**
41-Starch, laundry, per pound.....	.125	.13	.13	0.9	.14	.15	.15	.15	.15	.15	.15	**13.5**	.12	.15	**13.5**
42-Coal, anthracite, stove size, per ton of 2,000 lbs.....	10.50	10.00	10.50	10.50	11.00	10.00	11.00	12.50	11.00	10.50	10.00	**10.58**	11.00-12.00	13.50	**12.50**
43-Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	10.00	10.00	9.00	10.00	9.00	9.50	.....	11.00	10.50	10.00	**10.27**	11.50	10.50	**11.00**
44-Wood, hard, best, per long cord (128 cu. ft.).....	*c* 11.00	12.00	12.00-15.00	8.50	*b*8.00	*g*	12.00	*c*9.00	8.00	8.50-10.00	8.50-10.00	**12.40**	*c*9.50	*c*10.50	**10.00**
45-Wood, soft, best, per long cord (128 cu. ft.).....	*c*8.00	10.00	.....	.....	*b*6.00	*g*	10.00	*c*8.00	7.50	7.00-8.00	7.00-8.00	**9.20**	*c*7.50	*c*8.50	**8.00**
46-Coal oil, prime white, per gallon.....	.25	.24	.20	.18	.24	.22	.25	.28	.25	.30	.30	**24.6**	.25	.30	**27.5**
47-Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.50-25.00	15.00-22.00	15.00-20.00	22.00	10.00-13.00	22.00	25.00-35.00	15.00-25.00	15.00-25.00	**19.21**	25.00-30.00	18.00-20.00	**23.25**
48-Rent, house, 6-roomed, no san. conveniences, per mo.....	10.00	10.00	12.00-17.00	8.00-12.00	10.00-12.00	16.00	7.00-10.00	14.00	15.00-20.00	10.00-15.00	10.00-15.00	**13.60**	17.50-20.00	12.00-15.00	**16.13**

*e*Calculated from price per 100 lbs. *f*Calculated. *g*Natural gas used.

CANADA, AT THE MIDDLE OF JUNE, 1918.—Concluded

Saskatchewan				Alberta					British Columbia										
Regina	Prince Albert	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Average (all cities)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
40	35	32	**35.7**	40	38	45	45	**42.0**	45	50	50	42	40–45	45	45	**45.6**	**38.4**	1
35	30	30	**31.7**	35	35	40	40	**37.5**	42	45	45	38	40–45	40	40	**41.8**	**35.3**	2
35	30	30	**31.7**	35	34–38	40	35	**36.5**	38	40	43	30	35	34	35	**36.4**	**32.1**	3
30	30	25	**28.3**	30	28–30	32	32	**30.8**	33	30–32	32–38	28	30–35	30	30	**31.4**	**27.8**	4
27	30	30	**29.0**	35	28–30	.....	35	**33.0**	33	.....	40	35	30	32	35	**34.2**	**27.9**	5
38	35	30	**34.3**	40	38	45	40	**40.8**	45	42	40	35	40	48	55	**46.0**	**36.3**	6
38	30	30	**32.7**	40	38	40	35	**38.3**	40	35–38	45–50	38	35–40	35	42	**38.6**	**34.9**	7
38	35	32	**35.0**	40	42	42	35–42	**40.6**	40	45–50	50	40–50	40–55	40	50	**45.7**	**40.2**	8
.....	30	25	**27.5**	35	35	35	.....	**35.0**	35	.....	38–40	35	.....	38	.....	**38.8**	**34.8**	9
60	50	55	**55.0**	60	55–58	50	50	**54.1**	47	50	50–60	55	55	49	55	**52.3**	**50.7**	10
27	15–25	20	.....	10	25	10–25	28–30	.....	30	10–28	10–30	20	15–25	12	15	.....	.....	11
1.00	.....	75	.....	12.5	15	12.5	11–15	.....	10	18	20	10	15	10	60	.....	.....	12
35–40	30	35	**34.2**	25	25–30	40	.....	**30.8**	25	20–35	20–35	25	25	24	30	**26.3**	**31.2**	13
35	35	35	**35.0**	35	35	40	40	**37.5**	35	38	40	37.5	40	37	40	**38.2**	**36.9**	14
40	30	40	**36.6**	40	45	45	40	**42.5**	65	55	55	55	60	55	55	**57.1**	**44.8**	15
.....	.....	.....	.....	.....	35	.....	.....	**35.0**	.....	.....	.....	.....	45	.....	.....	**45.0**	**38.7**	16
14	12.5	14.3	**13.6**	12.5	11.1	12.5	12	**12.0**	14.3	14.3	15	12.5	12.5	14.3	12.5	**13.6**	**11.9**	17
45	*a*45	45	**45.0**	*a*40	40–45	55	*a*45	**45.6**	.....	44	.....	50	45	55	50	**48.8**	**46.0**	18
55	50	50	**51.7**	50	50	60	55	**53.8**	55–60	55–60	60	60	55–58	60	60	**58.8**	**51.7**	19
35	35	35	**35.0**	30	30	35	35	**32.5**	30–35	35	.....	35	32	35	32	**38.0**	**33.5**	20
.....	.....	.....	.....	30	30	30	35	**31.2**	..	.....	32	.....	30	29	32	**30.8**	**30.5**	21
8.3	7.3	10	**8.5**	7	8	8	8	**7.8**	9.9	8.9	8.9	8.9	8.9	8.9	8	**8.8**	**7.8**	22
6.3	6.5	6.7	**6.5**	6.3	6	6.3	6.3	**6.2**	6.5	6.3	6.5	6.3	6.7	6.5	6.1	**6.4**	**6.8**	23
8.6	7	7.5	**7.7**	8	7.5	7	9–10	**8.0**	6.9	8.8	8	8	9	8	8	**8.1**	**8.1**	24
12.5	10	10	**10.8**	10	10	10	12.5	**10.6**	10	11	11	11	11	10	12.5	**10.9**	**11.5**	25
17.5	10	.....	**13.8**	.....	12.5	12.5	.....	**12.5**	.....	12.5	.....	.....	.....	10	.....	**11.3**	**13.9**	26
20	20	20	**20.0**	15	17.5	17.5	20	**17.5**	17.5	20	16	17.5	17	17	15	**17.1**	**19.2**	27
25	25	25	**25.0**	25	23	25	27.5	**25.1**	22.5	20	19	25	25	23	20	**22.1**	**25.4**	28
20–25	20	20	**20.8**	20	20	20	25	**21.2**	20	20	19	17.5	20	20	20	**19.5**	**20.3**	29
25–30	20	20	**22.5**	25	25	30	27.5	**26.9**	22.5	25	21	25	28	23	25	**24.2**	**24.0**	30
20	15	15	**16.7**	15	12.5–16	16.7	20	**16.5**	12.5	15	15	17.5	15	12.5	15	**14.6**	**17.3**	31
15	15	15	**15.0**	25	30	30	32.5	**29.4**	30	.....	21	20	28	15	20	**22.3**	**22.8**	32
17.5	20	15	**17.5**	17.5	17.5	17	20	**18.0**	15	15	17	17.5	15	15	15	**15.8**	**17.6**	33
11.5	12.5	12.5	**12.2**	11.3	12.5	12	12	**11.9**	11.1	12.5	11.5	11.1	11.1	11.1	11.1	**11.4**	**10.9**	34
12.5	12.5	11.1	**12.0**	12.5	12.5	12.5	12	**12.4**	10	11.1	11	10	10	11.1	10.5	**10.5**	**10.2**	35
65–75	65	65	**66.6**	30	50–55	60–65	60–70	**52.5**	50	60	60	60	45	55	60	**55.7**	**58.1**	36
65–75	65	55	**63.3**	40	65	50–60	65	**56.2**	50	60	55	60	50	55	60	**55.7**	**55.9**	37
45–55	50	50	**50.0**	40	45–55	35–40	40–45	**42.5**	37.5	40	40	45	40	45	40	**41.1**	**44.3**	38
$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	
2.25	1.50	2.25	**2.00**	2.50	1.50	1.95	2.25	**2.05**	*e*1.35	*e*1.80	*e*1.58	*e*1.50	*e*1.45	*e*1.80	*e*1.80	**1.61**	**1.82**	39
.15	.15	.15	**.15**	.20	20.	.15	.20	**18.8**	.30	.30	.22	.15	.25	.18	.20	**22.9**	**14.2**	40
.15	.15	.15	**.15**	.125	.125–.15	.15	.18	**14.8**	.15	.15	.16	.125	.14	.14	.15	**14.5**	**14.0**	41
.....	15.00	14.75	**14.85**	.....	.....	6.50–7.50	.....	**7.00**	.....	12.50	.....	.....	.....	.....	.....	**12.50**	**11.49**	42
9.75	*h*7.50–11.00	9.00	**9.33**	.....	4.75–5.00	6.50–7.50	6.25	**6.04**	3.25–5.80	8.00–10.00	9.50	9.30	8.80	8.00–8.80	*5.75–6.00	**7.91**	**9.29**	43
*c*10.00	*c*7.50	.....	**8.75**	*g*	*c*4.00	*c*5.50	*b*7.00 *b* & *d* 9.75	**5.50**	.....	*c*7.50	*c*7.50	.....	.....	.....	.....	**7.50**	**10.78**	44
*c*9.00	*c*6.50	*c*10.00	**8.50**	*g*	*c*4.00	*c*5.25		**6.33**	*c*9.00	*c*6.75	*c*7.50	*c*7.00	4.50–5.63	*c*6.00	.....	**6.89**	**7.94**	45
.30	.30	.35	**31.7**	.35	.30	.40	.35	**35.0**	.40	.55	.40	.30	.30	.45	.30	**38.6**	**27.6**	46
35.00	15.00	25.00	**25.00**	22.50	22.00	25.00–35.00	18.00–20.00	**23.38**	20.00	15.00	30.00	15.00–18.00	25.00	12.00–16.00	15.00–20.00	**19.71**	**19.08**	47
10.00–15.00	12.00	15.00	**13.17**	15.00	12.00	15.00–25.00	10.00	**14.25**	18.00	.....	20.00	10.00–12.00	22.00	.....	12.00–15.00	**16.90**	**13.30**	48

*Delivery $1.00 extra. *h*Lignite.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1916	1917	June, 1914	June, 1915	June, 1916	June, 1917	† May, 1918	† June, 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	80.2	48.8	48.8	52.0	63.2	73.4	76.8
Beef, shoulder, roast	2 "	19.6	24.6	28.0	27.8	28.0	29.6	34.0	41.3	33.2	33.6	35.0	43.6	52.6	55.6
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	22.7	17.1	17.5	18.8	22.6	27.4	27.9
Mutton, roast, hindq'	1 "	11 6	12.2	16.8	16.0	17.8	19.1	23.3	28.1	21.0	21.5	24.2	28.5	34.9	36.7
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	29.6	20.0	19.3	22.2	30.1	37.1	37.3
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	53.5	36.4	35.8	40.2	54.0	68.4	69.6
Bacon, breakfast	1 "	15.4	17.8	24.5	23.3	22.5	24.7	28.8	38.5	25.6	25.3	28.9	39.0	50.0	50.7
Lard, pure leaf	2 "	26.2	28.2	40.8	36.0	35.6	33.4	40.4	59.4	37.2	35.8	40.2	62.2	72.0	73.8
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	46.9	25.8	24.8	28.6	42.5	43.9	44.8
Eggs, storage	1 "	20.2	23 4	28.4	27.9	31.2	23.1	32.7	42.4	25.0	24.3	26.2	36.6	34.8	38.7
Milk	6 qts.	38.6	39.6	43.0	49.2	49.8	51.6	52.6	62.2	51.6	52.8	51.0	58 8	72.0	71.4
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	86.4	52.4	57.8	61.2	83.4	96.2	92.0
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	36.5	48.0	31.2	33.8	35.1	46.8	53.4	51.7
Cheese, old	1 "	16.1	17.8	18.5	19.2	20.1	20.5	28.0	33.0	21.4	24.6	25.5	34.0	33.1	33.5
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	30.4	19.4	22.8	23.8	32.0	30.3	30.5
Bread, plain, white	15 "	55.5	53.5	68.0	64.5	60.0	61.5	74.3	104.4	64.5	73.5	70.5	111.0	117.0	117.0
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	64.2	33.0	42.0	37.0	73.0	68.0	68.0
Rolled oats	5 "	16.0	19.5	21.0	21.0	22.0	22.0	24.6	30.5	21.5	26.5	24.0	31.5	40.0	40.5
Rice, good medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	11.8	11.8	13.0	16.0	22.0	23.0
Beans, handpicked	2 "	6.6	9.7	10.6	10.4	11.6	12.4	19.5	29.8	11.8	14.4	19.5	30.4	34.2	34.4
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	13.1	11.9	13.5	15.4	22.4	22.8
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	15.4	12.3	13.1	13.2	15.1	17.7	17.6
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	39.9	22.0	31.6	38.0	40.0	43.2	43.6
Sugar, yellow	2 "	10.0	9.6	10.8	11.0	12.0	11.0	16.6	18.5	10.2	14.6	17.6	19.0	20.2	20.4
Tea, black, medium	¼ "	6.2	8.3	8.7	8.9	8.6	8.9	9.9	11.5	8.9	9.4	9.9	11.5	14.2	14.5
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.2	9.9	10.7	11.3	13.6	13.9
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	10.1	9.4	9.8	9.9	10.1	10.7	11.1
Potatoes	2 pks	24.1	26.0	30.3	44.6	46.3	38.0	58.7	89.2	40.2	30.0	60.5	127.0	62.0	60.7
Vinegar, white wine	¼ qt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.8	.9	.9
All foods	.....	$5.48	$5.96	$6.95	$7.14	$7.34	$7.34	$8.79	$11.42	$7.35	$7.78	$8.51	$11.89	$12.66	$12.77
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	⅓ lb.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.2	3.2	3.3	3.9	4.7	4.7
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	67.0	53.2	51.6	54.4	67.3	71.5	71.8
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	39.4	37.2	37.8	53.9	57.7	58.1
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.9	52.9	41.8	34.3	41.8	51.9	67.3	67.4
Wood, soft	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	38.9	39.1	31.3	30.2	39.4	49.7	49.6
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	25.0	24.1	23.5	23.0	25.4	27.1	27.6
Fuel and lighting	.....	$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	$2.37	$1.90	$1.79	$1.87	$2.38	$2.73	$2.76
Rent	.....	$2.37	$2.89	$4.05	$4.05	$4.60	$4.75	$4.04	$4.32	$4.86	$4.11	$4.04	$4.36	‡$4.65	$4.77
Grand total	.....	$9.37	$10.50	$12.79	$13.00	$13.79	$14.02	$14.78	$18.15	$14.14	$13.69	$14.46	$18.67	$20.09	$20.33

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11.39	$7.29	$7.74	$8.49	$11 89	$12.46	$12.65
Prince Edward Island	4.81	5.26	5.81	5.80	6.11	6.34	7.57	9.79	6.64	6.54	7.43	10.04	.....	.....
New Brunswick	5.38	5.83	8.55	6.84	7.13	7.04	8.70	11.22	7.00	7.45	8.43	11.71	12.30	12.51
Quebec	5.15	5.64	5.33	6.46	6.97	6.87	8.48	11.15	6.83	7.22	8.10	11.58	12.28	12.51
Ontario	5.01	5.60	6.50	6.67	7.25	7.20	8.84	11.60	7.11	7.52	8.49	12.18	12.69	12 74
Manitoba	5.35	6.19	7.48	7.41	7.86	7.87	8.68	10.73	8.66	8.06	8.08	10.89	12.39	12.45
Saskatchewan	6.86	6.92	7.86	6.06	6.16	8.25	8.86	11.11	7.88	8.22	8.62	11.32	12.66	12.74
Alberta	6.02	6.50	8.00	8.08	8.15	8.33	8.79	11.55	8.15	8.26	8.48	11.89	12.91	13.15
British Columbia	6.90	7.74	6.32	8.79	9.03	9.03	9.13	11.83	9.24	9.18	9.02	12.30	13.34	13.65

*December only. †Charlottetown and Saskatoon omitted. ‡Revised.

Wholesale Prices.

GRAINS AND FODDER.—Prices of wheat were unchanged at the level fixed in September. Barley at Winnipeg continued to fall, being down from $1.30 per bushel to $1.17. Ontario barley fell from $1.40 to $1.24. Oats were firmer, western oats being up from 82½c per bushel to 85c at Winnipeg. American corn was slightly higher at $1.77. Flaxseed was firmer at $3.76½c per bushel. Rice at Toronto was down from $2.10 per bushel to $1.80. Hay was easier at Toronto and Montreal, being down to $15.50.

ANIMALS AND MEATS. — The best butcher cattle at Winnipeg declined from $16.00 per hundred to $15.00. At Toronto the best butchers were down from $16.25 per hundred to $16.00, and had risen to $17.00 in the second week. Dressed beef, hindquarters, advanced at Toronto from 28-30c per pound to 30-33c. Forequarters rose from 17-19c per pound to 20-22c. Veal was slightly firmer at $15.00-25.00. Hogs were down from $19.50 to $17.50 at the beginning of the month, and later declined to $17.00. Dressed hogs declined from 26-27c per pound to 24-25c per pound. Breakfast bacon was firmer at 41-42c per pound as compared with 40-42c. Lard was 1c lower at 30-31c per pound. Sheep were lower at $14.00-16.00 per hundred. Dressed lamb was higher at $32.00-34.00 per hundred.

DAIRY PRODUCTS. — Butter, finest creamery, at Montreal, was 1c higher at 44-44½c per pound. Dairy butter at Toronto was easier at 38-42c per pound. Cheese was unchanged at Montreal at 23c per pound. Fresh eggs at Toronto were 1c higher at 45-46c per dozen. Eggs at Montreal rose from 40c to 44c per dozen.

FISH.—Salmon trout and whitefish were 1c lower at 14-16c and 15-16c respectively. The export fish trade in Nova Scotia was greatly hampered by the lack of ships. The catch on the spring trip of the Lunenburg fleet was reported to be somewhat lower than previously expected and to average about 550 quintals per vessel. Sales were made at $12.75 per quintal, ex-vessel at Lunenburg. The Porto Rico market continued dull. The supply of salt fish was lower as the small quantities of mackerel caught were sold fresh. The catch of herring was smaller. The catch of alewives was lower than usual and the price was up to $8.00 per barrel.

FRUITS AND VEGETABLES. — Strawberries came on the market at a very high price as compared with previous years. In the third week of June the price at Toronto was up to 30-33c per box as compared with 16-18c a year before. Bananas continued high at $4.00-4.50 per bunch. Lemons advanced from $6.00 to $11.00 per box. Oranges rose from $7.00 to $8.50 per box. Dried fruits were steady. Potatoes at Toronto declined from $1.65 per bag to $1.50-1.60. At Montreal potatoes were down to $1.40-1.45 in car lots, but rose 15c in the last week. Onions were easier at $2.00 per hundred. Canned vegetables were steady.

MISCELLANEOUS GROCERIES.—Soda biscuits advanced to 15c per pound. Rolled oats and oatmeal were easier. Tea was upward. A brand of chocolate advanced 2c per pound. Sugar was unchanged.

TEXTILES.—Washed wool was up to 83-85c per pound and unwashed wool to 60-68c per pound. Raw cotton advanced to 30.4c per pound. Manufactured cottons averaged higher. Japan raw silk advanced to $7.05 per pound. Flax fibre was up to 65-70c per pound. Fine tow rose to 24-28c per pound. Flax sewing twine was up to 50c per pound.

HIDES, LEATHER, BOOTS AND SHOES.—A good demand for green hides was reported, but prices were steady.

METALS AND IMPLEMENTS.—Iron black sheets and boiler plates were firmer. Wrought iron scrap was lower at $28.00 per ton. Aluminum was up to 32c per pound. Lead was higher at 10-12½c per pound. Quicksilver was up to $125 per flask. Spelter was firmer, but tin was easier. Grindstones advanced.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR JUNE, 1918, MAY, 1918, JUNE, 1917, 1916, 1915, 1914, AND 1913.

(Average price 1890-1899—100.)

	Number of commodities.	INDEX NUMBERS						
		*June, 1918	*May, 1918	June, 1917	June, 1916	June, 1915	June, 1914	June, 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	384.7	407.2	365.2	189.2	198.0	150.3	135.4
Grains, Western	4	323.6	338.5	301.2	163.0	177.8	135.8	124.3
Fodder	5	209.2	213.3	193.4	177.8	185.0	164.9	134.9
All	15	309.9	324.2	290.9	178.4	188.3	151.3	132.2
II.—ANIMALS AND MEATS—								
Cattle and beef	6	395.3	379.7	306.4	243.8	208.1	225.6	194.8
Hogs and hog products	6	312.6	437.2	313.0	210.5	174.0	167.4	186.2
Sheep and mutton	3	356.4	343.1	254.7	215.8	186.9	154.8	185.4
Poultry	2	409.9	409.9	291.5	305.8	218.6	221.8	184.7
All	17	378.6	397.0	280.4	234.4	193.6	196.6	188.8
III.—DAIRY PRODUCTS	9	239.2	239.4	205.7	154.1	142.2	129.6	137.0
IV.—								
Prepared fish	6	241.6	241.6	199.9	160.7	144.6	148.4	154.8
Fresh fish	3	241.6	253.5	195.5	179.6	141.3	155.9	169.9
All	9	241.6	245.6	198.4	169.1	143.3	151.4	160.8
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	1§	295.5§	193.0§	233.3§	165.9	127.5	112.9	124.4
Fresh fruits, foreign	3	230.5	183.3	125.4	120.2	97.5	99.7	122.8
Dried fruits	4	275.6	275.6	210.2	152.6	125.5	121.7	108.4
Fresh vegetables	5	290.2	298.4	616.9	341.8	138.5	200.1	166.9
Canned vegetables	3	249.5	249.5	212.5	114.9	101.2	97.7	125.2
All	16	268.1	243.3	323.2	178.1	118.6	131.6	128.8
(b) Miscellaneous groceries—								
Breadstuffs	10	262.1	260.3	283.1	156.1	165.7	125.4	123.4
Tea, coffee, etc	4	179.9	178.8	151.7	126.5	121.5	105.2	115.1
Sugar, etc	6	256.3	258.7	195.8	167.6	142.0	103.4	114.7
Condiments	5	234.4	234.4	172.0	147.5	121.7	104.6	99.6
All	25	242.0	241.7	219.0	152.4	144.1	112.7	115.2
VI.—TEXTILES—								
Woollens	5	421.8	397.4	322.5	217.3	159.5	144.0	134.0
Cottons	4	321.6	299.9	225.8	158.6	128.5	146.8	143.0
Silks	3	438.7	141.2	118.9	108.5	79.7	93.8	87.4
Jutes	2	609.5	609.5	439.6	299.7	224.0	226.1	210.3
Flax products	4	447.1	441.4	289.7	213.1	163.5	114.7	114.1
Oilcloths	2	209.6	209.6	155.7	132.5	107.0	104.6	104.7
All	20	363.0	344.7	261.1	188.2	143.3	135.4	129.5
VII.—HIDES, LEATHER BOOTS AND SHOES—								
Hides and tallow	4	339.2	339.2	344.3	313.7	192.1	207.1	180.5
Leather	4	215.0	215.0	191.3	203.3	173.5	151.4	151.4
Boots and shoes	3	233.7	233.7	228.9	198.6	158.3	155.7	155.7
All	11	283.6	283.4	275.4	242.1	176.1	172.8	163.2
VIII.—METAL AND IMPLEMENTS—								
Iron and steel	11	278.3	278.4	267.3	148.9	105.2	102.0	104.5
Other metals	12	285.7	285.3	280.6	246.7	231.6	116.7	131.8
Implements	10	221.5	217.2	192.3	136.1	111.3	106.6	105.6
All	33	263.8	262.3	294.4	180.6	153.0	108.8	115.3
IX.—FUEL AND LIGHTING—								
Fuel	6	243.6	238.3	232.1	152.3	116.0	122.3	131.3
Lighting	4	224.1	124.2	109.9	88.5	90.0	92.2	92.2
All	10	235.8	192.7	183.2	126.8	105.6	110.2	115.6
X.—BUILDING MATERIALS—								
Lumber	14	269.3	268.3	204.4	182.2	175.2	183.4	183.0
Miscellaneous materials	20	224.6	222.0	200.3	155.2	114.8	111.3	112.4
Paints, oils and glass	14	304.3	301.1	257.8	193.7	158.1	104.1	144.7
All	48	260.9	258.6‡	220.0	174.3	145.0	140.7	142.5
XI.—HOUSE FURNISHINGS—								
Funriture	6	228.0	228.0	188.0	143.6	145.9	146.6	146.6
Crockery and glassware	4	307.1	279.8	226.8	195.5	170.3	133.9	130.9
Table cutlery	2	155.1	150.7	150.7	132.2	80.3	72.4	72.4
Kitchen furnishings	4	276.1	268.5	198.5	132.4	125.5	125.3	117.8
All	16	250.9	241.4	190.0	152.3	138.7	128.8	126.2
XII.—DRUGS AND CHEMICALS	16	293.1	274.3	254.4	262.1	170.6	111.6	112.8
XIII.—MISCELLANEOUS—								
Raw furs	4	583.1	583.1	396.6	300.8	142.0	230.9	325.1
Liquors and tobaccos	6	222.9	223.7	175.5	143.6	134.7	138.4	134.7
Sundries	7	218.9	218.3	194.2	141.6	116.0	106.8	113.4
All	17	306.0	306.1	235.2	179.8	128.7	147.1	170.7
All commodities	262	280.6	275.8	242.7	183.6	149.4	135.3	136.4

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.
§Strawberries in June, apples in May. ‡Revised

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria*b* 18 foods Vienna	Germany*b* 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910....	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	82
1914											
Jan.....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	91
April...	7.50	.....	1162	.....	.....	.....	96.2	113*c*	111	.....	85
July ..	**7 42**	**100**	**1164**	**1070**	**100**	**100**	**94.3**	.....	**113**	**100**	**90**
Oct.....	7.99	112	1156	1096	104.2	116.4	97.6	121*c*	115	103	93
1915											
Jan.....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	91
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	87
July ...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	88
Oct.....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	90
1916											
Jan.....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	94
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	96
July ...	8.45	161	1516	1276	.....	217.6	124.6	170	199*d*	142*	97
Oct.....	9.30	168	1454	1289	.....	209.4	124.2	179	206*d*	152*	106
1917											
Jan.....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	112
April...	10.77	194	1473	1357	.....	.....	154.6	192	240*d*	175	127
May ...	11.82	198	1473	1367	288.3	.....	157.7	203	257*d*	175	133
June...	11.89	202	1473	1365	311.6	.....	162.1	208	.....	175	131
July ...	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	128
Aug.....	11.68	202	1502	1363	273.2	.....	168.2	.....	295*d*	181	130
Sept....	11.65	206	1506	1376	.....	.....	177.0	.....	.....	187	134
Oct.....	11.81	202	1506	1392	.....	.....	.....	.....	309*d*	192	138
Nov....	12.10	206	1503	1396	.....	.....	.....	.....	314*d*	.....	136
Dec....	12.24	205	1492	1417	.....	.....	.....	.....	.....	212	139
1918											
Jan.....	12.42	206	1505	1427	.....	.....	.....	.....	.....	221	141
Feb....	12.54	208	.....	1430	.....	.....	.....	.....	.....	227	141
Mar. ..	12.65	207	.....	1434	.....	.....	.....	.....	333.6*d*	235	135
April...	12.57	206	.....	1464	.....	.....	.....	.....	.....	.....	135
May....	12.66	207	.....	.....	.....	.....	.....	.....	.....	.....	.....
June...	12.77	208	.....	.....	.....	.....	.....	.....	.....	.....	.....

a January-March, 1914. *b*. British Labour Gazette. *c*. January-July, 113; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

Number of commodities	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales	Commonwealth	
	172	44	45	294	25*b*	96	200	22*b*		92	92
1890...	110.3	102.2	72	66	109.252	.....	91.56*a*	43.4	.....	.....	1053
1895...	95.6	87.6	62	57	94.604	6.4346	81.51	42.0	.....	.....	760
1900...	108.2	110 5	75	65	99.388	7.8889	91.41	44.2	1000*c*	.....	894
1905...	113.8	103.2	72	69	110.652	8.0987	98.31	.....	.....	.....	910
1910...	124.2	113 2	78	81	137.172	8.9881	119.17	59.3	1205	.....	1003
1914											
Jan....	136.5	119.0	83 5	81	142.452	8.8857	124.528	58 2	1337	.....	1085
April..	136.7	117.5	82.3	80	141.120	8.7562	119.791	57.7	1389	.....	1118
July..	134.6	116.6	82.4	80	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	80	150.245	9.2416	123.351	62.9	1303	.....	1229
1916											
Jan....	138.9	136.5	96.4	80	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	81	154.94	9.7753	125.090	67.8	1487	1362	1660
July..	150.2	149.1	106.4	82	145 12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	82	140.83	9.9774	126.663	60.0	1605	1494	1544*
1918											
Jan....	172.0	174.5	123.6	89	150.20	10.9613	137.666	65.6	1677	1300	1592*
April..	179 1	190.5	134.2	94	164.61	11.7550	145.690	71.3	1878	1297	1493*
July .	178.8	191.1	130.5	97	180.71	11.5294	145.142	71.9	1833	1331	1505*
Oct....	187.2	208.7	141.5	108	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan....	208.1	225.1	159.3	122	208 88	13.7277	169.562	87 4	2049	1330	1525*
April..	228.7	244.5	173.0	139	262.50	14.5769	190.012	109.2	2049	1361	1587*
May...	240.0	246.0	175.0	147	288.16	15.1293	208.435	118.5	2089	1371	.....
June...	242.7	256.6	181.2	150	276.53	15.4680	211.585	114.2	2078	1441	.....
July..	242.6	254.4	176.9	151	265.20	16.0680	211.950	116.4	2083	1483	.....
Aug...	245.0	257.1	175.7	151	267.59	16.3985	218.779	117 9	2128	1517	.....
Sept...	243.2	256.1	176.4	149	276.80	16.6441	215.010	119 4	.....	1519	.....
Oct....	242.6	259.1	180.6	148	280.205	16.9117	219.679	120.1	.....	.....	.....
Nov...	247.3	262.3	182.9	149	276.804	17.0710	220.750	119.9	.....	.....	.....
Dec....	253.5	265.7	185.1	149	279.248	17 5966	220.172	121.4	.....	.....	.....
1918											
Jan....	258.1	262.9	186.2	.....	278.696	17.9636	222.175	118.9	.....	.....	.....
Feb...	263.5	264.4	187.3	.....	286.844	18.0776	227.020	121.9	.....	.....	.....
Mar ..	269.2	266.6	188.0	.....	286.430	18.0732	227.977	126.1	.....	.....	.....
April..	269.4	270.0	189.8	.....	291.404	18.4656	230.313	130.5	.....	.....	.....
May...	275.8	273.4	191.0	.....	288.030	18.9133	226.665	125.7	.....	.....	.....
June...	280.6	277.5	.....	.....	281.758	19.0043	224.843	122.7	.....	.....	.....

a July of each year. *b* Foods. *c* 1901-1900—. *Quarter beginning that month

FUEL AND LIGHTING.—Matches advanced from two to three hundred per cent. One line rose from $6.60 per case to $21.45c.

BUILDING MATERIALS.—Spruce deals at St. John, N.B., rose from $27.00 per thousand to $28.00. No. 1 pine at Toronto was $1.00 per thousand higher. Sash weights advanced from 4½c per pound to 5½c. White lead rose to $16.75 per hundred pounds. Linseed oil eased off 3c per gallon at Montreal. Turpentine was up. Shellac was easier. Putty advanced 5c per hundred.

HOUSE FURNISHINGS. — Crockery and silver-plated cutlery advanced 10 per cent. Brooms were up from $7.00 per dozen to $8.50.

DRUGS AND CHEMICALS. — Glycerine rose from 80c per pound to 85c. Opium was down to $27.00 per pound. Quinine was up to $2.25 per ounce.

MISCELLANEOUS. — British Columbia hops were down to 28c per pound at Montreal. Malt was lower at $1.95 per bushel. Sulphite pulp, bleached, was $5.00 lower at $110.00-115.00 per ton. Rubber was higher at 59c per pound.

Prices in Other Countries

In the United Kingdom, the *Labour Gazette,* issued by the Ministry of Labour, reported a slight increase in the retail prices of staple foods at the beginning of June, there having been increases in the price of potatoes and eggs and decreases in those of fish and milk. In wholesale prices the index number of the London *Economist* at the end of June was considerably higher, nearly all the groups being upward.

In the United States the index number of wholesale prices in *Bradstreet's Journal* and *Dun's Review* showed little change, the former being slightly higher, the latter slightly lower. Both journals reported that the influence of Governmental regulation of prices was being reflected more in the price levels.

In Switzerland the figures compiled by the Swiss League to Reduce the Cost of Living showed the cost of food on March 1, 1918, to be 3.5 per cent above that on December 1, 1917, and 96.6 per cent above that on June 1, 1914. The total cost of living was estimated to be 103.7 per cent higher than in June, 1914, and 3.2 per cent higher than in December, 1917.

FATAL INDUSTRIAL ACCIDENTS DURING JUNE, 1918

DURING June the Department received reports of the occurrence of 67 fatal accidents; as compared with 52 in May, and 104 in June, 1917. The Department is unable to secure reports of all fatal industrial accidents, but reports are received monthly from all available sources.

FATAL INDUSTRIAL ACCIDENTS, JUNE, 1918.

Trade or industry	Locality	Date	Cause of fatality.
AGRICULTURE—			
Farmer	Aurora, Ont.	June 25	Struck by a train.
Farmer	St. Mary's, Ont.	" 26	Caught in a gasoline engine.
Farmer	Hanover, Ont.	" 24	Caught in a gasoline engine.
Farmer	St. Williams, Ont.	" 18	Kicked by a horse.
Farmer	Durham, Ont.	" 7	Dragged by team of horses.
Farmer	Minto, N.B.	" 11	Runaway.
FISHING AND HUNTING—			
Fishermen (4)	Caraquet, N.B.	" 20	Drowned.

FATAL INDUSTRIAL ACCIDENTS, JUNE, 1918.—*Continued.*

Trade or Industry.	Locality	Date	Cause of fatality.
LUMBERING—			
Sawmill employee	Mont Laurier, Que.	June 20	Explosion.
Sawmill employee	Horton, Ont.	" 4	Caught in belt.
Riverman	Tewkesbury, Que.	" 21	Drowned.
Employees of lumber company (4)	Banff, Alta.	" 11	Drowned.
MINES, SMELTERS AND QUARRIES—			
Gravel pit employee	Mitchell, Ont.	" ..	Crushed by a crane.
Miner	Sydney, N. S.	" 12	Caught in machinery.
Miner	Sydney, N. S.	" 20	Caught under a hoisting crane.
Miner	Sydney, N. S.	" 22	Struck with shaft of pit box.
Miner	Extension, B. C.	" 7	Fall of coal.
Miner	Nanaimo, B. C.	" 22	Fell off trip.
BUILDING AND CONSTRUCTION—			
Bricklayer	Ottawa, Ont.	" 27	Fell from scaffold.
Labourer	Winnipeg, Man.	" 13	Burned.
METALS, MACHINERY AND CONVEYANCES—			
Shipyard employee	Kingston, Ont.	" 3	Drowned.
Shipyard employee	Toronto, Ont.	" 25	Falling plank.
Shipyard employee	Port Arthur, Ont.	" 10	Hernia.
Shipyard employee	Victoria, B. C.	" 24	Dashed against smokestack.
Foreman of sheet metal plant	Toronto, Ont.	" 6	Skull crushed by press.
Pipe fitter	Vicotria, B. C.	" 25	Fell into hold of vessel.
Employee of steel plant	Lachine, Que.	" 6	Steel fell on head.
Employee of steel plant	Longue Point, Que.	" 15	Piece of steel fell on leg.
Employees of steel plant (3)	Montreal, Que.	" 21	Burnt with molten metal.
Employee of steel plant	Montreal, Que.	" 4	Falling steel.
Employee of steel plant	Hamilton, Ont.	" 16	Struck on head by crane.
Employee of steel plant	Hamilton, Ont.	" 3	Falling crane.
Employee of steel plant	Toronto, Ont.	" 26	Electrocuted.
Employee of steel plant	Toronto, Ont.	" 1	Repairing chimney; fell.
Employee of steel plant	Hamilton, Ont.	" 25	Run over by electric crane.
Employee of can plant	Simcoe, Ont.	" 20	Fell from gang plank.
WOODWORKING TRADES—			
Cooper	Whitehead, N. B.	" 19	Struck by flying stone.
PULP AND PAPER—			
Paper factory employee	Valleyfield, Que.	" 12	Caught in a machine.
TEXTILES—			
Woollen mill employee	Hespeler, Ont.	" 3	Crushed by elevator.
CHEMICALS AND EXPLOSIVES—			
Employee of explosive manufacturing plant	Trenton, Ont.	" 2	Overcome with gas fumes.
STEAM RAILWAY SERVICE—			
Engineer	Welland, Ont.	" 6	Fell from locomotive.
Engineer	Niagara Falls, Ont.	" 2	Crushed by locomotive.
Fireman	Cedars, Que.	" 10	Run over by locomotive.
Fireman	St. Pacome, Que.	" 25	Derailment of train.
Brakeman	Elora, Ont.	" 1	Fell between cars.
Sectionman	Fernie, B. C.	" 22	Collision.
Sectionman	Laggan, Alta.	" 4	Attempting to cross track.
Bridgeman	Ft. Saskatchewan, Sask.	" 10	Derailment of velocipede.
Car inspector	Montrose, Ont.	" 3	Struck by train.
Labourer	Nutana, Sask.	" 15	Thrown from motor car.
Labourer	Vancouver, B. C.	" 8	Passing between cars.
MISCELLANEOUS TRANSPORT—			
Liveryman	Teeswater, Ont.	" 12	Thrown from vehicle.
Driver	Montreal, Que.	" 17	Fell from vehicle.
Driver	Montreal, Que.	" 19	Fell from vehicle.
NAVIGATION—			
Fireman	Rossport, Ont.	" 25	Drowned.
Lock tender	Port Colbourne, Ont.	" 14	Drowned.
PUBLIC UTILITIES—			
Power company employee	Niagara Falls, Ont.	" 7	Struck by crane boom.
Power company employee	Cedars, Que.	" 15	Electrocuted.
MISCELLANEOUS—			
Hired man	Keene, Ont.	" 19	Horses ran away.
Printer with paper box company	Toronto, Ont.	" 4	Crushed by elevator.

REPORT ON THE OPERATIONS OF THE WORKMEN'S COMPENSATION BOARD OF MANITOBA

IN the February issue of the LABOUR GAZETTE, page 62, mention was made of the appointment by the Manitoba Government of a Commission to inquire into the executive and judicial acts of the Board administering the Workmen's Compensation Act. After spending some time in taking evidence, the Commission submitted a report dated February 5, 1918, in which it found that the administration of the Act had not been altogether satisfactory.

In referring to the changes in insurance rates made by the Board, and the reasons therefor, the report states that on December 20, 1917, the Board issued an order raising all insurance rates ten per cent and stated that this was done at the urgent request of the insurance companies. A week later, after protest had been made, this order was rescinded. Upon investigation it was shown that the "urgent request" of the insurance companies was merely a request for consideration. The report states that there was no investigation into the facts in connection with the reasons advanced for a general increase in rates, and that there was no compliance on the part of the Board with the requirements of subsection 6 of section 71 of the Act as to a hearing, so that the order making a general increase of rates was not justified.

In the case of another order issued, it is stated that the evidence showed that the former Commissioner ordered rates considerably in excess of the figures at which an insurance company offered to accept the risk and that experience had shown that the rates ordered were excessive.

Referring to the appointments of officers, salaries paid, office accommodation, etc., the report finds that the evidence showed a want of organizing ability on the part of the administration; that the staff was unduly large and that the salaries paid in some cases were out of proportion to the responsibility and work performed.

The necessity for the appointment of an assistant Commissioner was questioned and the services of the statistician were admittedly superfluous while one well qualified inspector should have been sufficient under present conditions. It was also questioned whether the daily attendance of a medical officer was necessary. In regard to office accommodation the evidence showed that the space now under lease is probably double what is necessary and that a saving might have been effected by renting smaller offices in less valuable property where the business of the Board could have been carried on with equal facility. "The whole evidence," says the report, "shows an apparent disregard of economy in the establishment of a Workmen's Compensation Board, which like any other organization, should have been building up gradually as necessity demanded it."

Referring to the heavy estimate of administration expenditure for the year 1918, amounting to about $75,000, the report stated that "a lack of ability to organize the Compensation Board on an economical and efficient basis has been clearly shown by these unduly extravagant estimates which are not justified by present conditions or reasonable hopes of future expansion." It was also pointed out that while two inspectors were employed, there had evidently been some laxity in the matter of inspection and following up of claims.

The following is recommended as an approximate estimate of administration cost to meet the present requirements of the Board:

Two directors	$2,000.00
One commissioner	6,000.00
One secretary	3,000.00
One inspector	2,100.00
One medical officer (part time)	1,500.00
Accountant, claims clerk and general office staff (estimated)	6,640.00
Rent, stationery and office expense (estimated)	4,760.00
Estimated total administration cost	$26,000.00

Complaints have been made, according to the report, that awards had been given

by the Board before the insurance companies or employers liable had been notified. It is suggested that an addition be made to section 29 of the Act to the effect that when compensation is awarded the insurance company or employer liable shall be notified and shall be entitled to a hearing if the award is objected to within three days. Other minor changes to the Act were also suggested.

In conclusion, the report states, "that from evidence and general expression of opinion, it is apparent that the principles of the Workmen's Compensation Act are highly satisfactory to both the employers and workmen in that the provisions for adjustment and payment of claims tend to improve relations by the removal of controversial points, but naturally the success of the Act depends upon efficient administration."

RECENT LEGAL DECISIONS AFFECTING LABOUR

Negligence of workman in joint service of two employers is negligence of employer in whose general service he is

A WORKMAN was killed in a collision between a train and a light engine, due to the neglect of a signal by an employee of the Central Vermont Railway Company when running on the line of the Grand Trunk Railway, where according to operation arrangements the Central Vermont Railway becomes the Grand Trunk Railway. The widow sued the former Company and was awarded damages. In the Superior Court of Quebec, the Grand Trunk Railway Company was condemned to indemnify the Central Vermont Railway Company against the Court's order for the payment of $10,000. The case was taken to the Court of Appeal, and it was submitted that the widow could not have recourse against the Central Vermont Railway Company, but must proceed only against the Grand Trunk Railway Company and be content with ordinary damages under the Workmen's Compensation Act. The Court held there was no error in the judgment of the Court of first instance and confirmed the ruling that in the circumstance of the joint service of the man responsible for the accident, the widow had a legal right to recourse under article 7334 of the Revised Statutes of the province against third parties for the accident. It was observed that the Central Vermont Railway Company retained a measure of control of the man, whose negligence was held to have resulted in the accident, there being no covenant whereby the services of engine men in the general service of one company were to pass into the sole control of the other company when the men came upon the railway tracks of the latter notwithstanding that the latter was to pay the wages. The principle was laid down that the man's negligence was the negligence of the company in whose general service he was, even if also imputable to the other company. The appeal of the Central Vermont Railway Company was therefore dismissed with costs. An appeal from the Grand Trunk Railway Company as defendants-in-warranty also failed. (*Quebec.—Bain v. Central Vermont Railway Company.*)

A railway company is responsible for safe condition of highway beside its tracks

A railway conductor when switching cars slipped on a ridge of ice and mud on a highway beside the track and was run over by a car and killed. His widow brought an action against the railway company for damages under an Act Respecting Compensation to the Families of Persons killed by Accident, and was awarded damages. The company appealed against the judgment on two grounds: (1) That there was no evidence that the defendants knew of this accumulation of ice and mud along the track, and the jury was not asked to

make any finding upon this question, and (2) that the accident happened on a part of the highway over which defendants has no control. With regard to the first contention, it was held by the Appeal Court that the jury having found that the defendants were negligent in not removing the snow and ice, it followed that they could have seen it and ought to have known it existed and was a source of danger. It was therefore not necessary to ask the jury the question whether the defendants knew of this danger. With regard to the second contention it was held by the Court that the fact of the accident happening on the highway did not affect the defendants' liability, since it was not being used as a highway, but as part of the premises on which the defendants' servants had to work. The company was obliged by the Act to "provide protection, safety and convenience for the public," and the evidence showed that that portion of the roadway was not safe for the public. Where the company had such an obligation to the public, it was bound to see that the roadway was in such a condition that its servants could discharge their duties with safety. The appeal was therefore dismissed with costs. (*Saskatchewan. — McEntee v. Grand Trunk Pacific Railway Company.*)

British Columbia Employers' Liability Act does not apply to seamen

A deck-hand was knocked overboard and injured when helping to put out a gang plank at a dock. He sued the company for damages under the Employers' Liability Act of British Columbia on the ground of negligence on the part of the second officer, who ordered the plank to be put out. Judgment was given for the plaintiff on the verdict of a jury, who found the second officer's negligence to have been "neglect and lack of proper supervision." The company appealed against the judgment and their appeal was allowed. The decision of the Court of Appeal was based on the grounds that the evidence did not support the claim that the plank was undermanned, which was the only neglect and want of supervision suggested, and that the Employers' Liability Act does not apply to a seaman. (*British Columbia.—Cleugh v. Canadian Pacific Railway.*)

REVIEWS

MANITOBA.—Second Annual Report of the Bureau of Labour of the Department of Public Works for the year ending November 30, 1917. 32 pp.

Work of the Manitoba Bureau of Labour

IN the second Annual Report of the Manitoba Bureau of Labour it is stated that a satisfactory standard of conditions has been maintained, and there was a pronounced improvement in the observance of "The Passenger and Freight Elevator Act" and "The Steam Boiler Act." By amendments to the Manitoba Factories Act in 1917, an employer was obliged, before employing any young person under the age of 16 years, to obtain a birth certificate or a written statement from the child's parents, and all persons under the age of 17 years were exempted from working overtime. Only two prosecutions for infringement of the Act were made during the past year. During the year 1,478 inspections of factories were made, and 1,369 orders were issued with regard to safety, 157 with regard to health and sanitation, and 49 with regard to child labour.

An inspectress attached to the Bureau has extended her work to include the promotion of welfare schemes in the establishments which she visits. As a result of this phase of her work, 20 employers during the past year have provided lunch rooms, and several of these have also provided hot soup, tea and coffee for lunch, free of charge.

During the year, 539 industrial acci-

dents were reported, of which six were fatal. This is an increase of more than 75 per cent over the previous year, due to a better observance of the law with regard to reporting.

There were no serious labour troubles in Manitoba during the year, but there were several disputes in which the Bureau helped to effect a settlement. Among these were a strike of several hundred Government telephone girls, and a strike of about 2,500 men in the building trades.

An investigation as to the extent of unemployment was made in Winnipeg during February, 1917. Within four days after opening offices for this purpose over 300 men registered as unemployed. After the registration every possible assistance was rendered to obtain employment for them, but the majority remained idle until the spring. It is suggested that the question of public employment bureaux should be taken up by either the Provincial or Dominion Governments, whereby statistical data could be gathered and actual conditions tabulated with a view to reducing the evils of unemployment to a minimum.

Owing to complaints relative to wages paid to women workers in the province, the Secretary of the Bureau of Labour was instructed to ascertain the facts in this connection. Accordingly, a special investigator was engaged for this purpose. She worked in ten industrial plants, and received a maximum wage of $7.00 per week, and a minimum wage of $5.00 per week, or an approximate weekly average of $6.00. The average number of hours worked in a week was 52. By practical experience she found that the bare cost of living for two weeks was $9.87, leaving a balance for clothes and other necessities of only $2.13 for the fortnight. The standard of living she was compelled to adopt to keep within this sum did not allow sufficient food to satisfy her hunger, although she saved by spending Sundays with friends. As a result of this investigation the Minimum Wage Act was introduced by the Government and became law.

NEW SOUTH WALES.—The New South Wales Strike Crisis, 1917. The New South Wales Industrial Gazette. February, 1918. Special Supplement. 190 pp.

The Strike Crisis in New South Wales during 1917

On August 2, 1917, a strike of railway employees took place in New South Wales, Australia, which rapidly spread until many of the most important industries of the State were affected. A special report on this strike crisis has been issued as a supplement to the New South Wales Industrial Gazette. The cause of the trouble was the introduction at the Randwick Tramway workshops of what was known as the "card system," by which the time of the workers would be kept by the foremen instead of by the men themselves. It was claimed by the men that the system favoured by the Railway Commissioners aimed at an unfair speeding up of the work, that they could exercise no check over it as the cards would not be open to their inspection, and the foremen would be likely to make serious errors to the prejudice of the men, and that the Commisisoners were bound by a pledge not to introduce innovations as between employer and employee during the war. The object of the Commissioners in introducing this system was to provide a more satisfactory way for recording workshop costs, as the former system by which the workmen filled in their own cards entailed on them burdensome clerical work, and the Commisioners alleged it was withdrawn on the understanding that a scheme would be substituted which would relieve the men from keeping their own cards. On the first day of the strike, 5,780 men stopped work, and before its termination on September 11 about 73,500 employees were involved. These included large numbers of employees who went out in sympathy with the original strikers, belonging principally to the mining, transport, engineering and food supply industries.

While the dispute was in progress, the Government managed to carry on the essential industries of the State by or-

ganizing substitute labour recruited largely from country districts, and located in large camps at Sydney, Newcastle and elsewhere. Large sums were raised for the relief of distress owing to the strike. For this purpose the Government voted £20,000, the combined trade unions appropriated £23,000, and the Lord Mayor of Sydney raised a fund of £5,931. The Benevolent Society of New South Wales, largely subsidized by the Government, provided 750 families, or about 3,000 people, with food each week in Sydney, and no case of distress was turned away by the Society.

Various efforts to settle the dispute were made through the mediation of the Lord Mayor of Sydney and the chairman of the State Recruiting Committee, and finally a basis of settlement was reached on September 8 through the mediation of the Industrial Commissioner under the Industrial Arbitration Act, 1912, according to which the card system as existing on August 1 was to be continued, and at the end of three months a Royal Commission would be appointed to determine whether its operations are just or otherwise and should be continued. Every man should have the opportunity every day of inspecting and initialling his card relating to the previous day's work. Negotiations were then carried on with the other organizations that had declared sympathetic strikes, and, by October 22, normal conditions were resumed in all the industries that had been affected.

SWEDEN.—Arbetartillgang, arbetstid och arbe'slon inom sveriges jordbruk ar 1916. Sveriges officiella statistik. Socialstatistik. Stockholm, 1918. 49 pp.

Farm Labour in Sweden during 1916

An official report has been issued in Sweden dealing with labour conditions in agriculture in Sweden during 1916, information for which was gathered in the same manner as in the previous year. Questionnaires were filled in by the presidents of assemblies in 2,179 rural communes, which represent 93.3 per cent of the rural communes included in the inquiry. With regard to the supply of labour, 58 communes, or 2.7 per cent, replied that it was good; in 966, or 44.3 per cent, it was sufficient; in 1,125, or 51.6 per cent, it was insufficient, and in 30 communes, or 1.4 per cent, a definite reply could not be given. Compared with the previous year there was a great decrease in the supply of farm labour. This was attributed chiefly to the increased demand for labour in industries due to the war, which could only be satisfied at the expense of agriculture; but it was also due to the exceptionally great demand for labour to harvest the crops of 1916, owing to the bad weather.

The hours of labour in agriculture have been unchanged in the six years during which these reports on farm labour have been issued. The average for the whole country during the three summer months is 12.3 hours per day less 2.2 hours of rest, making 10.1 hours net. The rates of wages vary greatly in different parts of the country, and it was only possible to take into account the lowest wages paid in a small number of the more important groups of workmen who are found in all parts of the country, or at least in most parts. Farm labourers, as a rule, receive a mixed wage, being paid partly in money and partly in food and lodging. In the north country they generally receive clothing also. In addition, there are labourers with permanent abodes who are paid straight wages, also labourers who work by the day for different employers. In the years 1913 to 1916, the total earnings of farm servants and labourers with mixed wages increased about 35 per cent. This was largely due to the increased value of goods supplied in lieu of wages. The wages of day labourers increased from 26 to 38 per cent, the increase being greater for winter days than for summer and for men than women.

THE

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Prepared and edited in the Department of Labour, Ottawa

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Volume 18 AUGUST, 1918 Number 8

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

The percentage of unemployed among the members of trade unions at the beginning of July was 0.5, as compared with 1.3 at the same time last year, and 1.7 at the beginning of April, 1918.

During July, there was a steady demand for workers throughout the country, more particularly in the mining industry. A slight advance in civic employment in comparison with June was indicated, but a decline in comparison with July, 1917.

There was an advance over both May and June in the value of building permits issued, also an increase in comparison with July, 1917.

The time loss on account of industrial disputes during July was much greater than in June, and greater than in July, 1917. There were in existence during the month 39 strikes, affecting 15,848 workpeople and involving a time loss of 123,511 working days. At the end of the month there were 15 unterminated strikes on record affecting approximately, 4,049 yorkpeople.

The average cost of the weekly budget of staple goods was $13.00, as compared with, $12.77 for June; $11.62 for July, 1917; and $7.42 for July, 1914. The index number of wholesale prices was 284.0, as compared with, 280.6 for June; 242.6 for July, 1917; and 134.6 for July, 1914.

Proceedings under the Industrial Disputes Investigation Act

During the month of July the Department received reports from six Boards of Conciliation and Investigation appointed to inquire into disputes affecting (1) The British Columbia Electric Railway Company, Limited, and its street railway employees at Vancouver, Victoria and New Westminster; (2) The British Columbia Electric Railway Company, Limited, and its electrical workers; (3) The Western Power Company of Canada, Limited, and its electrical workers; (4) Corporation of Victoria and its civic employees; (5) The Toronto Street Railway Company and its machinists; and (6) Canadian Pacific Railway Company and its Dining Car Employees.

Ten applications were received for the establishment of Boards, and a Royal Commission was appointed to investigate certain unrest in the shipbuilding indutry in the Province of Quebec. Four disputes, regarding which the Department had received applications for Boards of Conciliation and Investigation, were referred to this Commission, namely; (1) The Quinlan and Robertson Shipbuilding Co., Quebec, and its carpenters and joiners; (2) The Davie Shipbuilding Co., Lauzon, Que., and its boilermakers, iron shipbuilders, blacksmiths, carpenters, etc.; (3) The Quebec Shipbuilding Co., and its employees;

and (4) Fraser, Brace & Co., and its employees.

Advice was received during the month of an amicable settlement of the dispute between the Vancouver Gas Co. and its employees.

* * *

Housing programme of the Ontario Government

The Ontario Government has notified the chairman of the recently formed Housing Section of the Organization of Resources Committee, that governmental action is being taken in connection with the shortage of workmen's dwellings in the province. An appropriation of $2,000,000 is being set aside by the Provincial Government, out of which loans will be available to municipalities, under certain conditions, at an interest rate of 5 per cent. The plan, which is a temporary one to assist in meeting the pressing emergency at present existing in Ontario, will be effective only until January 1, 1920. The terms and conditions under which loans will be made are as follows:

1. The total amount loaned by the province shall not exceed $2,000,000.

2. Any municipality receiving a loan from the Government must add at least 25 per cent to the amount received, so that for every $1,000 received by way of Government loan, at least $1,250 shall be expended in home construction.

3. The money shall be loaned to the municipalities by the Provincial Government on the credit of the municipalities in a manner to be hereafter arranged.

4. The rate of interest payable by the municipalities shall be 5 per cent per annum.

5. The type of houses to be constructed with the proceeds of the aforesaid loan shall

(a) Not exceed in cost for each house $2,500;

(b) The houses to be offered to workingmen and women on easy terms of payment;

(c) Where the house and land are rented, the monthly rental shall not exceed $25;

(d) The building scheme of each municipality, including the plotting of the buildings on the land, the plans of the houses, the form of construction, the location of the land to be developed, shall be approved by the Government of Ontario.

6. The period of the loans above mentioned shall be for a term of 20 years, or for such less period as may be decided upon by the municipalities and the Government.

7. The municipalities shall not charge against houses erected under proposed scheme more than 5 per cent, either in respect of the money received by way of loan from the Government or money contributed by the municipality.

* * *

Minister of Labour urges employers to recognize labour unions

The following statement, relative to the present state of labour unrest in Canada, was recently given to the Canadian press by the Hon. T. W. Crothers, Minister of Labour:

"Perhaps in larger numbers than ever before complaints reach the Minister of Labour from working men that their employers forbid, upon penalty of dismissal, their becoming members of any labour organization. Upon investigation such complaints are generally found to have been well founded.

"The Minister deeply regrets this attitude on the part of so many employers, believing it too well calculated to produce serious labour disturbances. He maintains that every man must be at perfect liberty to associate himself with his fellow-workers in any legitimate labour organization without thereby subjecting himself to penalties or discriminations of any character. He expresses the hope that employers may accept his attitude in this regard, and that hereafter no just cause for such complaints may arise."

On July 31 the Canada Food Board issued Order No. 58 removing the restrictions on the consumption of pork.

Canada Food Board Regulations

Whereas, the successful efforts in production and conservation by the people in the Dominion of Canada and United States of America permit for the time being the removal of the restriction on the consumption of pork,

The Canada Food Board hereby orders:

1. Notwithstanding anything contained in Order No. 46, relating to public eating places, pork, as defined therein, may be served at any time.

On August 1 the Board issued a statement as to what should be considered reasonable retail prices for certain substitutes for wheat flour, specified in Orders No. 50 and 55 requiring their use in baking, in households, in bakeries, etc. A table of these prices may be found in the article on Retail and Wholesale Prices. It was stated that these prices were not fixed and would vary with the changes in the price of grain. It was pointed out that exorbitant prices for these substitutes must not be charged, that dealers in such products must have a sufficient stock of these substitutes for sale at reasonable prices, that heavy penalties, including fine and imprisonment, were provided for infraction of this or any other Order, and in addition the Board might cancel the license of any offending dealer.

* * *

Departmental Cabinet of the United States Department of Labour

The latest step in the organization of the war labour administration of the United States has been the formation of what is becoming known as the "departmental cabinet," composed of the executives of all the branches of the Department of Labour. Many of the production departments and boards of the Government will also be represented in this departmental cabinet in the person of Felix Frankfurter, assistant to the Secretary of Labour and chairman of the Labour Policies Board which consists of the production chiefs of the War, Navy, and Agriculture Departments, the Shipping and War Industries Boards, and the Food, Fuel, and Railroad Administrations. (See July issue, page 530.)

Weekly meetings of the departmental cabinet are being held.

The full membership of the cabinet follows:

W. B. Wilson, Secretary of Labour.

Louis F. Post, Assistant Secretary of Labour.

John W. Abercrombie, Solicitor.

Felix Frankfurter, assistant to the Secretary and chairman of the War Labour Policies Board.

Anthony Caminetti, Commissioner General of Immigration.

Dr. Royal Meeker, Commissioner of Labour Statistics.

Richard K. Campbell, Commissioner of Naturalization.

Miss Julia C. Lathrop, Chief Children's Bureau.

J. B. Densmore, Director General United States Employment Bureau.

Roger W. Babson, Director Division of Education and Information.

Hugh L. Kerwin, Director of Labour Adjustment.

Dean Herman Schneider, Director Division of Training and Dilution.

Ethelbert Stewart, Chief Investigation and Inspection Service.

Grant Hamilton, Director Conditions of Labour Service.

Miss Mary Van Kleck, Director Woman in Industry Service.

Otto M. Eidlitz, Director of Industrial Housing and Transportation.

Charles T. Clayton, Director of Civilian Insignia.

S. J. Gompers, Chief Clerk, Department of Labour.

Of the departmental bureaus enumerated above, the Immigration, Naturalization, Labour Statistics and the Children's Bureaus have been in existence for some time. The other bureaus have been

established since the beginning of the year as machinery for the execution of the war labour programme.

* * *

General Bureau of Social Affairs in Finland

The many various departments of the Finnish Government engaged on work of an industrial and social character have lately been brought together into one comprehensive department known as the General Bureau of Social Affairs.

The new bureau covers a very wide field, having under its direction and control the following activities:

1. The inspection of labour and protection of workers, including the supervision and improvement of workingmen's lodgings.

2. The organization and inspection of social insurance.

3. The organization and inspection of public assistance.

4. Labour placing and the prevention of unemployment.

5. Abstinence, and the supervision of affairs relating to alcoholic beverages.

6. Social statistics and social publications.

7. Arbitration in industrial disputes and relations between employers and workers.

8. Associations.

9. Registration of relief funds and of funds against unemployment.

10. Emigration, and the control of emigrants.

* * *

Rent profiteering in United States

A few weeks ago the Governor of Connecticut appointed a Commission to investigate and report upon the alleged rent profiteering in various Connecticut factory towns where munitions are being made. The Commission upon investigation found that in one town rent increases had averaged 84 per cent during the past two years, and that in 34 per cent of the cases investigated the rents had been doubled or more than doubled.

Similar allegations have also been made that a large number of employees engaged in essential Government work in shipyards and other plants at Wilmington have been notified by their landlords to move out of their homes on a specified date, unless they agree to the payments thereafter of grossly exorbitant increased rentals. In consequence of these allegations the director of transportation and housing in the Emergency Fleet Corporation has requested the mayor of Wilmington, if the information should be correct, to notify all shipyard employees "that the Emergency Fleet Corporation will not permit them to be evicted from their homes under such conditions and that any landlord who attempts to profiteer at the expense of the shipyard employee will be dealt with summarily by the Government."

In this connection the federal Department of Labour has also made an official statement, as follows: "The Housing Bureau of the Department of Labour is giving this subject careful consideration, and intends to co-operate to the fullest possible extent with the authorities of the Shipping Board in an effort to curb the activities of landlords who are charging excessive rentals to employees engaged in the manufacture of war products."

* * *

Policies of the United States Railroad Administration outlined

In a recent statement outlining the policy of the Railroad Administration, Mr. McAdoo, the Director General of Railroads, says that the prompt movement of men and material necessary to win the war is the first consideration, to which everything else must be subordinated. Then comes service to the public, which means adequate transportation facilities at the lowest cost, the object of the Government being to furnish service

rather than to make money. Other policies are the promotion of a spirit of sympathy and understanding between the administration of the railways and their two million employees; and the application of sound economies, including (a) the elimination of superfluous expenditures; (b) the payment of a fair and living wage for services rendered and a just and prompt compensation for injuries received; (c) the purchase of material and equipment at the lowest prices consistent with a reasonable but not an excessive profit to the producer; (d) the adoption of standardized equipment and the introduction of approved devices that will save life and labour; (e) the routing of freight and passenger traffic with due regard to the fact that a straight line is the shortest distance between two points; (f) the intensive employment of all equipment and a careful record and scientific study of the results obtained, with a view to determining the comparative effiiency secured.

The Director General concludes his statement by saying: "It is as yet too early to judge of the results obtained, but I believe that great progress has been made toward the goal of our ideals."

* * *

Labour Jottings

The tenth annual convention of the Canadian Federation of Labour will meet in the city of Toronto on September 3 next.

The thirty-fourth annual session of the Trades and Labour Congress of Canada will convene in the Provincial Parliament Buildings in the city of Quebec on September 16 next, and will continue in session from day to day until the business of the convention has been completed.

The first provincial convention of the machinists' unions in Ontario, held in Toronto on July 20, was attended by more than 100 delegates from unions throughout the province. The object of the convention was to discuss the question of wages and working conditions generally, with a view of taking action to bring about uniformity throughout the province.

The Workmen's Compensation Act of Alberta, as passed by the last session of the legislature, came into effect on August 1 for those workers covered by schedule 1 of the Act, which includes employment in or about coal mines, coke ovens, briquetting plants, and mines other than coal. For workers covered by schedule 2, the Act comes into effect on January 1, 1919.

A judge of the Supreme Court of Alberta has quashed the conviction, by a Calgary magistrate, of a labour union official charged with not being engaged in some useful occupation. Details of the case are given on page 683 of this issue.

The Director of Coal Operations for southeastern British Columbia and southwestern Alberta has issued an order that in future no increase in the price of coal at the pit mouth shall be made unless by his authority.

John R. Clynes, M.P., the recently apponted British Food Controller, in succession to the late Lord Rhondda, is prominent in Great Britain as a trade unionist. At the time of his appointment he was president of the National Union of General Workers, a union of 164,000 members.

The Secretary of the United States Treasury has submitted to the Senate Appropriations Committee an estimate of $100,000,000 for the housing programme of the Department of Labour for war workers.

A Women's Division has been added to the United States Department of Labour. Its immediate task will be to develop policies and devise methods by which the services of women may be used effectively in war production, while at the same time preventing their employment under injurious conditions. Because of its policy-making function, the new division will be represented by its

chief, Miss Mary Van Kleek, on the Labour Policies Board.

The German Emperor has given his assent to a law, the effect of which is to repeal section 153 of the Imperial Criminal Code, and thereby remove what has been considered by organized labour in Germany to be a restriction upon their freedom of action.

INDUSTRIAL CONDITIONS DURING JULY, 1918

I.—GENERAL REVIEW

The Labour Market

The demand for workers during July was more pronounced in the case of mining than in that of other industries. There was a slight increase over the two preceding months in employment in the building trades. The demand for labour in the West was somewhat reduced, as, owing to the failure of some of the western crops, some farm labour was released for other work. There was a demand for women in munition and aeroplane factories and for farm work. The need for fruit pickers was reduced in some parts of the country, owing to the partial failure of fruit crops.

The steel plants and foundries generally were well employed and there was some shortage of skilled hands. Skilled electrical workers were in demand. Plenty of employment was offered in the shipyards, and railway car builders were needed. Owing to industrial troubles in the automobile factories the demand for workers in that industry decreased to some extent.

In the food group, the sugar refineries at St. John and Vancouver ran steadily, while the flour and feed mills showed an increase in activity over last month, and the biscuit factories were all busy. Employment in the abattoirs and packing houses was well maintained. Fruit and vegetable canners were all well employed. Confectioners were rather quiet, owing to the sugar restrictions; but the aerated water and soft drink plants were all busy, and the breweries were more active than during the preceding month.

In the textile group employment continued to be very good; female help, skilled and unskilled, was in demand. The shirt and whitewear factories were well employed, but the ready-made clothing factories were quieter than during the previous month. The laundries were active and in need of female help.

The pulp, paper and fibre mills were well employed and there was considerable scarcity of labour. The newspaper and job printers, and paper box and bag manufacturers generally, were active.

The sash, door and planing mills in the Maritime Provinces were working to capacity, and throughout the country generally they were active. The wooden box factories were well employed. There was some demand for skilled furniture hands, and in a few instances women were employed.

In the leather group, activities in the tanneries varied; but the boot and shoe factories were, in some instances, advertising for skilled help. The rubber tire companies generally were busy.

There was a big demand for stone and granite cutters at Halifax, and some demand in parts of Ontario. There was a slight improvement in employment in the brickyards, but generally they were dull.

The paint works at Halifax were very busy, and in other parts of the country the paint, varnish and chemical works were well employed, although there was some shortage of material.

The steam and electric railways did the usual business for the season, except that passenger traffic was slightly less

than in former years. The railway repair shops were busy, in some cases getting cars ready for the fall rush. The street railways had some difficulty in getting men. 'Longshore work was rather dull, except at Sydney, Hamilton and Kingston, where it was good. The Inland Navigation Lines did a capacity business in freight, and navigation generally was good.

Metal mining showed some improvement over the previous month, particularly in the East Kootenay district. The shortage of labour was general except that in the Cobalt district it was not so acute as it had been formerly. The new refining plant of the International Nickle Company at Port Colborne commenced operations. Gold mining was practically at a standstill, due partly to high costs and partly to lack of efficient labour. Coal mining showed an increase in output over the previous month, although the shortage of labour continued to be acute.

Employment in the lumbering industry varied, but generally it was quieter than it had been for some weeks; labour, however, was in demand. As a result of heavy rains during the month some later drives were brought in.

Employment in the building trades, as indicated by the value of building permits issued in 35 cities, increased 59.9 per cent as compared with June, and increased 27.7 per cent as compared with July, 1917. Reports from 15 cities, showing the number of civic employees temporarily engaged and the wages paid these employees during the first payroll period of two weeks of July, indicated a very slight increase in the number of workers and an increase of nearly 4 per cent in the wages paid.

Strikes

The loss of time on account of industrial disputes during July, was much greater than in June, and greater than in July, 1917. There were in existence at some time or other during the month 39 strikes, affecting 15,848 workpeople and involving a time loss of 123,511 working days; as compared with 28 strikes, 11,105 workpeople and 40,929 working days in June; and 35 strikes, 24,986 workpeople and 62,484 working days in July, 1917. On July 1, there were on record eleven strikes affecting 784 workpeople. Twenty-eight strikes were reported as having commenced during July, as compared with eighteen in June; eighteen of the strikes commencing during July and six of those commencing prior to July were reported teminated, leaving fifteen unterminated strikes, affecting approximately 4,049 workpeople on record at the end of July.

Prices

During the month there was an upward movement in wholesale prices and in retail food prices. In the former the increases were chiefly in dairy products, fresh and canned vegetables, textiles, and lumber. There were decreases in fodder, livestocks and meats. In retail prices there were increases in meats, eggs, and potatoes, with slight decreases in milk and in dairy butter. Coal, wood and coal oil, and rent showed slight increases. The index number of wholesale prices for July reached 284.0 as compared with 280.6 for June, and 242.6 for July, 1917. The cost of a weekly supply of food at the middle of July averaged $13.00 in some sixty cities as compared with $12.77 for June and $11.62 for July, 1917.

Changes in Wages and Hours of Labour

During the second quarter of 1918, sixty changes in rates of wages and hours of labour, affecting approximately 26,500 workpeople, were reported to the Department, as compared with 26 changes affecting approximately 18,800 workpeople in the first quarter of 1918, and 150 changes affecting approximately 81,900 workpeople in the second quarter of 1917. Of the 60 changes, 57 were wage

increases, two an increase in wages with a reduction in hours and one a reduction in hours. In the mining industry only three changes took place, yet 10,765 workpeople were affected. Approximately 9,150 workpeople were affected by 17 changes in transportation, while 19 changes occurred in the building trades affecting approximately 2,500 employees.

II.—THE INDUSTRIES AND TRADES

Metals, machinery, conveyances

Sydney reported the production of the Dominion Steel Company for July in tons, as follows: pig iron, 24,000; ingots 28,000; blooms 25,000; rails, 16,000; merchant bars, 2,750; rods, 1,700; wire and nail 130; blast furnaces, 4. The new coke ovens were reported as being near completion. At the Sydney Mines Plant the production of iron was 6,900 tons, and steel 11,000 tons and one blast furnace; as compared with 7,550 tons of iron and 11,000 tons of steel last month. At Halifax the machinery group was reported very active in all its branches. The shipyards were working day and night on repairs. The Nova Scotia Steel Company at Trenton, reported a very busy month in all departments. At Amherst the Canada Car and Foundry Company were very busy on an order for stock and refrigerator cars and were advertising for carpenters and car builders. The shipyards at Amherst were all well employed on a number of small vessels. Some firms formerly engaged in lumbering have now taken up shipbuilding. Truro reported a shortage of steel workers. The Portland Rolling Mill at St. John continued to be active, and the shipyards were well employed. Newcastle reported that the shipbuilding plants were busy and that the carriage shops and auto repair shops were well employed. At Fredericton the machine shops and foundries were very busy and looking for more help, especially for machinists. The machinery group generally was active in Montreal, and expert mechanics were in great demand; there was also great activity in both steel and wooden shipbuilding. Quebec reported that the boat and shipbuilding and repairing yards had a very busy month; also that automobile engine repair shops were very well employed. Sherbrooke reported that most of the iron industries were busy, both with ammunition orders and in their own lines. The Canada Iron Foundries Limited, at Three Rivers, continued to employ about 500 men making castings. The other companies were also very busy. The Tydewater Shipbuilding Company employed about 700 hands and launched their first steel boat during the month. This company is at present building fifty brick tenement houses for their employees. The Three Rivers Shipyards Limited employed 600 hands in the construction of some large wooden boats. The machine shops and foundries were all very active. At Sorel the various foundries and steel works gave employment to about 800 men, and paid wages of from $2 to $5 per day. The shipyards, both Government and private, were very busy and gave employment to about 1,200 hands. The mica factory closed for two weeks for holidays. Toronto reported that the metal and machinery industries were busy, and expanding, and that many additions were being made to plants. The Dominion Shipbuilding Company, which has under construction several steel freighers, made rapid progress towards the completion of its plant and largely increased its working forces. Structural Steel manufactures were operating more steadily than last month, owing to the better supply of material. Engine and boiler works, agricultural implement, automobile and bicycle plants were all active, with skilled labour in great demand. Hamilton reported the machinery group, boatbuilding and conveyances all active, with a demand for

labour in electrical apparatus plants. St. Catharines reported that electrical workers are well employed. The Canadian Locomotives Works and the Kingston Shipbuilding Company at Kingston were reported active. The rolling mills at Belleville were running day and night shifts. Machinists and tool makers were in good demand at Peterborough, and electrical workers were well employed. The Waterous Engine Company of Brantford was very busy on an order for castings for the United States. The Buck Stove and Range Company were very busy though handicapped by a shortage of skilled and unskilled labour. The Massey-Harris Company were also short of labour. The Waterloo Manufacturing Company, at Kitchener, were very busy on threshers and portable engines for their Western trade. The Regal Motor Company were busy making motor trucks and in need of experienced mechanics. At Guelph the agricultural implement makers were very active. At Woodstock there was a demand for moulders and polishers in the stove and furnace factories. London reported the rolling mills and engine and boiler makers were all active, while the Ford Company were working night and day assembling automobiles. Chatham reported that the various branches of iron workers were well employed, but that there was a shortage of material. The automobile works were practically closed down. Windsor reported that owing to an impending strike, and also to the difficulty of securing materials promptly, the Ford Company laid off over 2,000 men. This action on the part of the Ford Company seriously effected the Fisher Body Company and the Kelsey Wheel Company. Most of the men laid off were absorbed by other companies. Orillia reported a considerable falling off in the demand for agricultural implements and wagons, with a consequent reduction in staff. There was a demand, however, for moulders at the stove foundry.

Winnipeg reported that the metal industries group was well employed during the early part of the month. The employees quit work later, however, and this was the state of affairs at the close of the month. In the automobile industry, all repair shops were affected by the strike, while in the assembling plant of the Ford Company practically no work was done. At Brandon the agricultural implement firms were only fairly well employed, but at Regina they were busy. Saskatoon reported the automobile business had dropped considerably during the month. The rolling mills at Medicine Hat were reported active, but the other metal working industries were rather quiet. The Edmonton Iron and Machinery Company at Edmonton gave employment to some fifty hands. Vancouver reported that the boat and shipbuilding and repairing yards were very active, with a shortage of labour. At New Westminster, shipbuilding continued to be very quiet but there was continued activity in boatbuilding. The machine shops all reported business very active, with some scarcity of men. Victoria reported that work in the iron foundries continued to be fairly brisk. Owing to the near completion of present contracts at the wooden shipbuilding yards a large number of men were laid off.

Foods, liquors and tobacco

Sydney reported the abattoirs and packing houses active; while at Halifax the bakers were very busy and the soft drink establishments worked to capacity. The flour and feed mills at Westville reported only a fair month. Truro reported that the condensed milk factory worked full time, and that help was scarce. Charlottetown reported the abattoirs busy, but meat packing houses quiet; the canning factories were active. St. John reported the flour and feed mills running steadily and the sugar refinery busy. The breweries reported increased business. At Moncton the flour mills were quiet. The biscuit manufacturers continued to employ about 140 hands, mostly female; they were in need of additional help. The creameries and cheese factories were very active. At Newcastle the flour mill was closed down. The meat packing houses

at Fredericton were fairly well employed. Montreal reported the flour mills quiet. There was fair activity in tobacco factories with the exception of the Tuckett Cigar Company and the Andrew Wilson Company, whose employees went out on strike; an increasing number of women were employed in this industry. Quebec reported that bakers were active but that confectioners were dull. The breweries were also dull. Sherbrooke reported the food group active and that the breweries were well employed. Three Rivers reported that the brewery had closed down. Toronto reported that the flour and feed mills were quiet, owing both to the shortage of wheat and the impending adjustments in connection with the new regulations as to wheat substitutes. The abattoirs and meat packing houses were all very busy on Government contracts. Bakers were active, and confectioners did a fair business though affected by the restrictions imposed on the use of sugar. Fruit and vegetable canners were very busy. Cigar makers were fairly well employed. There was a demand for women and girls in the biscuit factories. The food groups at Hamilton were reported as all being well employed. The breweries and distilleries reported business fair, but the tobacco factories were embarrassed by strikes. Niagara Falls reported that the fruit and vegetable canning industry was hampered by lack of labour for factory work, and by lack of fruit pickers in the gardens. The flour and feed mills at Kingston were well employed, and the breweries were active. At Belleville the feed mills were very busy. Peterborough reported the flour, feed and cereal mills working to full capacity. The Campbell Milling Company and the Peterborough Cereal Company are building additions to their plants. Galt reported that the flour mills were not so busy as they were last month. The preserving company at Brantford were very busy, but the soft drink establishments were forced to close down owing to a shortage of sugar. Kitchener reported that all the flour mills in the vicinity were running full time; also that the wholesale sausage and meat packing houses and abattoirs were exceptionally active. The cigar factories and breweries were running full time. London reported that the Hunt Flour Mill Company ran their new mill at fullest capacity, and that the biscuit factories were very busy and in need of more help. The Empire Flour Mill Company, at St. Thomas, was very busy during the month, and the tobacco workers were well employed. Chatham reported that the Dominion Sugar Company were employing the usual number of hands in their Wallaceburg branch. The abattoir and packing house remained closed. At Windsor the flour mills were practically closed down. Winnipeg reported that employment in the abattoirs and meat packing houses continued to be well maintained, also that the vegetable canners were working with a full staff. Regina reported that the flour mills were only running about two days a week, owing to the scarcity of wheat. The flour mills and abattoir at Moose Jaw reported business quiet. Saskatoon reported the Interprovincial Flour Mills closed down owing to the shortage of wheat. The Quaker Oats Company continued to run, but with a reduced staff. Medicine Hat reported the flour mills active, but that the supply of wheat was nearly exhausted. Edmonton reported the Swift Canadian Packing Company was busy on orders for the British Government; they had some 500 employees on their payroll but needed additional help. Fernie reported that the breweries were active. Vancouver reported that much overtime was worked in the fruit and canning factories and that there was an increased demand for women and girls. Women were fully employed in dairies and creameries, several women having taken the place of men on the delivery of milk. At New Westminster the meat packing plant ran full time, while the vegetable evaporating plant ran double shifts. The breweries ran full time, but the cigar factories laid off several men. At Nanaimo the cigar makers were fairly well employed but the breweries were idle. Victoria reported the flour

and cereal mills and the fruit and vegetable canneries steadily employed.

Textiles, cordage and carpets

Truro reported that the woollen mills worked full time, but were handicapped by inexperienced help. St. John reported the cotton mills running steadily. At Moncton the woollen mills were active, while the underwear factory ran day and night and advertised for female help. The Maritime Linen Company was in active operation with some forty looms running. The cotton mills at Fredericton were well employed. Montreal reported the cotton mills very active, but that the oilcloth and linoleum factories were tied up owing to the embargo upon jute. Quebec reported the cotton mills very busy, and that the sail makers, tent and awning manufacturers were actively engaged. Sherbrooke reported the textile group active in all its branches. The Pennman Manufacturing Company at St. Hyacinthe reported orders on hand for several months ahead. The Wabasso Cotton Company at Three Rivers continued to employ about 1,200 hands, with plenty of orders ahead. Toronto reported the woollen mills very busy on Government orders but handicapped in obtaining supplies of wool. The hosiery and knitted goods manufacturers were also short of raw material. There was a constant demand for experienced operators in the knitting mills. Tent and sail makers were active, and took on some extra workers. Hamilton reported general activity in the textile group with some shortage of weavers. Brockville reported that the tent, awning and sail makers were only fairly well employed. The textile mills at Kingston were reported active. Peterborough reported that employment was very good in the woollen mill. Galt reported that the cotton and woollen mills and underwear and knitted goods factories were all very busy and short of hands. The woollen and silk mills at Brantford were advertising for both skilled and unskilled help. The Brantford Cordage Company had to employ Chinamen in order to fulfil their orders. Kitchener reported the Dominion Twine Company busy. Guelph reported a demand for female help in this group. At Stratford the woollen, hosiery and knitting factories were busily employed on war orders. London reported ten hosiery companies very busy and takihg on new help. Windsor reported employment good in the tent and awning business. Chatham reported the Taylor woollen mills very active. At Orillia the woollen factory made a slight reduction in their staff. Winnipeg reported that the knitting factories were very quiet on account of lack of material, but that tent and awning manufacturers were steadily engaged. Vancouver reported employment good in the knitting factories; also that the tent, awning and sail manufacturers found difficulty in obtaining skilled operators.

Clothing and laundering

Ready-made clothing manufacturers at Halifax had plenty of employment for all the help available; the steam launderies, dyeing and cleaning establishments were very busy. The shirt and cap factories at Truro reported a falling off in business. Ready-made clothing firms at St. John reported business steady, while the steam laundries were busy and in need of expert help. Moncton reported that the hat and cap factory continued to employ about 40 persons on piece work At Fredericton there was a demand for women garment workers. Montreal reported the ready-made clothing factories rather quiet, though most of the workers were employed. Quebec reported the clothing group active and the laundries busy. The clothing factories at St. Hyacinthe were very active and short of help. Three Rivers reported that the glove factories gave employment to over 300 workers. The Cluett-Peabody Company at St. Johns closed down during part of the month on account of holidays. Toronto reported that the ready-made clothing trade was dull and that some shops had been closed for short periods; the whitewear firms, however, were active and steam laundries very busy. Hamilton reported the clothing group generally as active, with

some demand for labour. The ready made clothing firms at Kingston reported business fair. The Deacon shirt factory at Belleville was busy on a militia order. At Brantford the overall, shirt and dress factories continued to be very busy. The robe and clothing company at Kitchener continued to be fairly well employed. The shirt and collar factories were all busy; the button factories were advertising for boys and girls; and the glove and whitewear factories were short of experienced help. The felt hat factory at Guelph was very active. The button factory at Windsor reported trouble in getting material but business was good. Winnipeg reported that employment in the ready-made clothing factories continued steady. The shirt companies were working overtime, and operators were in great demand. The cap factories took on additional girls, while the glove manufacturers continued to increase their staffs. The furriers reported an unsually busy season and were taking on extra hands. The whitewear factories continued to be steadily employed. Experienced help was in demand in the laundries, while the cleaning establishments gave employment to their regular staffs. Regina reported that steam laundries were in need of experienced help. At Edmonton, the Great Western Garment Company was well employed with some 250 hands on their payroll. Vancouver reported that the overall and shirt factories were very busy with a shortage of skilled operators; but in the ladies garment houses there was very little employment. The dyeing and cleaning establishments reported trade good while the steam laundries were exceptionally busy and short of help. At Victoria the shirt and overall factories continued to be very busy.

Pulp, paper and fibre

St. John reported that the pulp mills ran continuously night and day; and that the paper box factories were busy. Newcastle reported that the pulp and paper mills continued to be active with a scarcity of both skilled and unskilled labour. Sherbrooke reported the pulp, paper and fibre mills actively engaged. At Three Rivers the Wayagamack Pulp and Paper Company gave employment to over 800 men. The E. B. Eddy Company at Hull reported that the usual midsummer lull in the paper industry was not so much in evidence this year as in former years. Hamilton reported activity in the felt and tarred paper establishments. St. Catharines reported the pulp, paper and beaver board manufacturers well employed. Fire at a loss of between $150,000 and $200,000 destroyed practically the whole plant of the Peerless Pulp and Paper Company at Thorold. The Canadian Roofing Company, at Windsor, reported a good month in felt and tarred paper, and in beaver board. At Sault Ste. Marie the mills of the Spanish River Pulp and Paper Company ran full time. Vancouver reported that the pulp and paper mills up the coast continued to be very active; and Victoria also reported a continued demand for pulp and paper.

Printing, publishing and paper goods

Halifax reported a considerable shortage of compositors in both newspaper and job plants. The binderies, paper box and lithographing departments were very active. St. John reported activity in the printing business, while the binderies were busy. Moncton, Newcastle and Fredericton all reported that printing offices were well employed. Montreal reported that there was a shortage of skilled help in the printing plants and publishing houses notwithstanding the usual summer slackness. Quebec and Sherbrooke reported the newspaper and printing offices active. The paper box factory at St. Hyacinthe was well employed. In Toronto, the printers, bookbinders and lithographers were all steadily employed. The paper box concerns were reported as active with a shortage of experienced workers. Hamilton reported the paper box and bag and novelties firms well employed. Brockville and Kingston reported the newspapers and job printing houses as fairly busy. Galt reported that the

printing business was not so active as formerly, but that the paper box factory was busy. Paper box factories at Kitchener and Guelph were active. There was a demand for job printers at Woodstock. Chatham also reported a shortage of experienced hands. Windsor reported that printers and publishers were fairly busy, but that the binderies were dull. Winnipeg reported that the book binderies were busy and that the paper box manufacturers had plenty of work. Regina reported that the job printing houses were fully employed, while the publishing houses and binderies were in need of additional help. Lethbridge reported the printing establishments very busy. Vancouver and New Westminster reported employment good in the printing offices. Victoria reported job printing quiet, but the paper box and bag factories well employed.

Woodworking and furniture

At Halifax, the sash, door and planing mills were working to capacity night and day and at Sydney they were also very busy. Charlottetown reported planing mills active and the broom factory very busy. St. John reported that the brush and broom factories were well employed, and that the wooden box factory was advertising for help. Moncton reported that the cooperage plant was steadily engaged. The sash, door and planing mills at Fredericton were very busy. Quebec reported the woodworking plants and broom factories active. Sherbrooke reported the chair factories well employed. At St. Hyacinthe the wooden box factories were fairly busy. Three Rivers reported the sash and door factories steadily employed. Toronto reported the sash, door and planing mills active, while the furniture factories were operating steadily. Box factories, piano and gramophone manufacturers were working to capacity. The Dominion Toy Company was fairly busy with a reduced staff. Hamilton reported the woodwork and furniture groups actively engaged. St. Catharines, Brockville and Kingston reported the sash, door and planing mills well employed. Belleville reported the furniture factories rather dull. Peterborough reported good employment in the woodworking industry. The wooden box factory at Galt was busy. The sash, door and planing mills at Brantford were running to their full capacity. At Kitchener the wooden box and furniture factories were running full time, and there was a demand for cabinet makers, polishers and stainers. At Guelph the piano factory was very active. Stratford reported that the furniture and chair factories were steadily employed and that the cooperage firms were busy. Woodstock reported a demand for skilled finishers and bench hands in the chair and furniture factories: some women were employed in the furniture factories. London reported the piano and organ company busy, and the barrel company very busy. Windsor reported dullness in the sash, door and planing mills. Winnipeg reported the sash, door and planing mills steadily employed, while at Brandon and Regina they were reported as busy. The planing mills at Prince Rupert were reported busy, but at Medicine Hat they were reported quiet. Fernie reported some slackness in the sash and door factories. At Vancouver the sash, door and planing mills and wooden box factories were running steadily. At New Westminster the sash and door factories were working to capacity and the wooden box factory continued to be very active. Victoria reported that the wooden box factories were working steadily, and the cooperage factories were busy on a number of barrels to be used for packing fish and for whale oil.

Leather, boots, shoes and rubber

St. John reported that the tannery was active, but that help was scarce; also that the boot and shoe factory and harness makers were stea ily employed. Fredericton reported that the shoe and larrigan factories worked full time, and that the tanneries were busy. The tanneries in Montreal reported a quiet month, but the makers of the cheaper lines of boots were moderately busy. Waterproof manufacturers were active. Quebec reported that the tanneries were

active, and the boot and shoe, and bag and harness makers were well employed. Sherbrooke reported that the boot and shoe industry was only fairly well employed. St. Hyacinthe, however, reported that the leather industry had a very active month, but that the scarcity of help impeded operations. The boot and shoe establishments at Three Rivers were busier than usual during the month. In Toronto the boot and shoe, harness, and rubber industries were busy. At St. Catharines the rubber footwear factories were well employed. Hamilton reported activity in belting and tires. The tanneries at Kingston were well employed. The boot and shoe factories at Galt were advertising for help in all departments, and at Brantford the shoe factories were well employed. Kitchener reported the tanneries and boot factories working full time with a demand for female sewing machine operators. The tire and rubber companies were very busy. There was some demand for unskilled labour in the tanneries at Woodstock and London. At St. Thomas there was a demand for skilled workers in the shoe factories. The tanneries at Brandon reported business fair, while the horse goods manufacturers were quite active. At New Westminster the tanneries were fully employed.

Clay, glass and stone

Halifax reported a big demand for stone and granite cutters. At St. John the cut stone and granite workers and brick and tile workers were dull. The Humphreys glass works at Môncton was destroyed by fire on July 26th, and about 35 workers thrown out of employment. Quebec reported that the cut stone and granite workers were dull, but that the brick tile and sewer pipe plants were active. Toronto reported that the brick and sewer pipe plants were increasingly active. Hamilton reported the cut stone and glass group generally as being active, but Brockville reported this group as being quiet. Belleville reported that the pottery was busy in the manufacture of small ware and tiling. At Kitchener the brick, tile and sewer tile makers were dull, but at Stratford the brick and tile makers were active. London reported the brick yards were idle. Regina reported the cut stone and granite workers busy. At Prince Albert the brick makers were dull, but at Medicine Hat they were well employed. At Vancouver, the cut stone and granite workers were quiet, while at Nanaimo the brick yards were practically closed down.

Paints, oils chemicals, explosives

Halifax reported that the Brandram-Henderson Paint Company was operating to capacity. Newcastle reported the Miller Extracts Limited were well employed. St. John reported a great demand for lubricating oils and greases. At Montreal the paint factories were busy. Sherbrooke reported activity in gun powder extracts and drugs. At Three Rivers the paint works was well employed and much red oxide was shipped. Toronto reported that the paint, varnish and chemical works were well employed. Hamilton reported that the soap, gun powder and drug companies were actively engaged. At Niagara Falls the electric chemical plants were all busy. At Brantford the Scarfe Varnish Works were well employed, while the Canada Glue Company were working day and night. The Standard Paint and Varnish Company, at Windsor, were fairly busy but handicapped by shortage of material. The soap and perfume manufacturers were quiet. At Regina the oil works were running full time and the soap works reported business fair. Vancouver reported the paint manufacturers active. At Victoria the chemical and explosive plants were busy and in some cases working double shifts.

Railways, shipping and 'longshore work

Earnings of the Canadian Pacific Railway during June were $12,577,286, as compared with $13,556,979 for the same month in 1917. Sydney reported activity in navigation and 'longshore work. At Halifax the street railway company continued to employ women conductors in increasing num-

bers. Charlottetown reported that the railway repair shops were very busy, but that there was no scarcity of labour; 'longshore work was very dull. At St. John the steam railways reported passenger traffic brisk but the street railway ran with a reduced number of cars: 'longshore work was very dull. Moncton reported that the Canadian Government railways were utilizing all the available labour upon the work of putting the recently acquired branch lines into proper shape for operation. Employment continued steady in the railway shops, principally upon repair and remodelling work. Montreal reported the steam railways busy but that there was some decrease in passengers on the street railways. Quebec reported the steam railways very busy, and that there was some increase in the number of freight train crews. The railway repair shops were busy; coast navigation was very active, but ship labour and 'longshore work was very dull. St. Hyacinthe reported the railways active, with some extra men employed on emergency work. Three Rivers reported the railways and steamship lines very active. Toronto reported the railways busy with increased freight and passenger traffic; the street railway also had an active month. Railway repair shops gave plenty of employment. Navigation was active with extensive movement of freight. Garages were increasingly busy. Hamilton reported that the Inland Navigation Lines did a capacity business in freight, and that there was a demand for 'longshoremen. The steam and electric railways in and near the city were active. St. Catharines reported that all branches of the railway system were steadily employed. 'Longshore work at Brockville was rather dull, owing to the small quantities of coal arriving. Kingston reported the railway repair shops well employed, and that navigation was fair and employment at 'longshore work was good. Belleville reported navigation rather dull. The Grand Trunk Railway at Brantford reported a very busy month both in freight and passenger traffic. The electric line running from Galt to Port Dover also reported business good. Stratford reported that freight handlers and repair shop workers were fully employed. The Grand Trunk Railway carshops at London were busy. The street and electric railways at Windsor experienced difficulty in obtaining men and anticipated having to employ women. Winnipeg reported conditions on the street railway were normal. The railway repair shops at Regina were busy getting cars ready for the wheat rush. The railway repair shops at New Westminster in some cases made slight reductions in staffs. The street and electric railway business reported heavier traffic than for some years past. Victoria reported that passenger travel on coasting steamers was rather quiet, but that freight business was fairly good, and 'longshore work was steady.

Mining

Quebec reported activity in stone quarrying. Sherbrooke reported chrome iron, copper and asbestos mining active, but granite quarrying quiet, though the gravel pits were well employed. Niagara Falls reported that the new refining plant of the International Nickle Company at Port Colborne commenced operation: its capacity is estimated at about 24,000,000 pounds of refined nickle and 12,000,000 pounds of refined copper per annum. The Cobalt mines reported that the shortage of labour was not so acute as in the previous month. During July a total of 44 cars containing approximately 3,166,328 pounds of ore were shipped, as compared with 42 cars containing 3,280,017 pounds in June. Bullion shipments during July totalled 1,020,650 ounces of silver, as compared with 418,689 ounces in June. At Porcupine the Hollinger Consolidated and the McIntyre continued their usual production of gold, but the Schumacher closed down, and arrangements were being made to close the Porcupine Crown. At Kirkland Lake, the Lake Shore Mine produced a little over $43,000 in gold, as compared with an even $43,000 the month preceding. Sault Ste. Marie reported that prospecting in the new gold region

around Goudreau was going ahead and that good finds were being reported. Fernie reported that in the East Kootenay District there was a very considerable increase in ore shipments during the month. Rossland reported that there was practically nothing but development work being done in the gold mines. At Trail there were only two lead and one copper furnaces running. The refineries were operating but at low capacity. There was a general shortage of mine labour all through this district. Nanaimo reported that the Ladysmith smelter was idle but that it was expected it would start running before long. There was a little metallic mining done during the month. The local quarries were idle.

Sydney reported the output of the Dominion Coal Company as 280,000 tons, against 276,000 in June. The output at the Sydney mines was 46,450 tons, against 42,800 tons in June. The coke output of the Dominion Coal Company was 42,000 tons with 535 ovens operating; the coke output of the Sydney mines was 10,000 tons with 182 ovens in operation. Westville reported that the Albion coal mines worked full time; that the Intercolonial Mining Company raised 15,000 tons; and that the Acadia Coal Company had been steadily increasing the output at all their mines. Fredericton reported that the Minto mines continued to increase their output, but that there was a considerable shortage of labour. Lethbridge reported coal mining very active, and that the mines had absorbed many of the men who became unemployed as a result of the crop failure. Fernie reported that the coal mining and coke manufacturing had continued steadily without serious interruption. Nanaimo reported that the coal mines of the district worked full time but complained of the shortage of labour, especially skilled miners.

Building and construction

Halifax reported that a great deal of repair work was done and a considerable number of new buildings started during the month; also that there was plenty of employment for all classes of workers, skilled and unskilled. Truro reported that carpenters were busy, and that skilled labour was scarce in every branch of the building trade. Charlottetown reported that several houses and warehouses were in course of erection. St. John reported that the building trade was fairly well employed. Moncton reported a fair amount of work on private dwellings. Quebec reported considerable repair work on private dwellings, but very little new work being done. Sherbrooke and St. Hyacinthe reported building very quiet. At Three Rivers there was an increase over last month in the number of buildings in course of erection: the Tydewater Shipbuilding Company commenced work on fifty dwelling-houses for their employees. The building trades in Toronto continued to be active in the construction of small dwelling houses; there was also a considerable increase in construction of industrial buildings, and work was begun on the new military hospital. Hamilton reported that the building trades were all well employed, both on dwelling houses and industrial work. A number of workmen's dwelling houses were being erected at Kingston. A large number of men were employed on the new isolation hospital near Kingston. Peterborough reported building very active on dwelling houses and extensions to factories. The building trades were steadily employed at Galt and Brantford. London reported the building trades were practically idle. Chatham reported the building trades were very active, a large number of new buildings having been started; contractors, however, were experiencing difficulty in getting material. At Windsor building was confined to a few dwelling houses. Winnipeg reported the building trades were fairly well employed. The Imperial Oil Company at Regina started work on the thirty dwelling houses for their

employees; these are to cost about $80,000. At New Westminster and Nanaimo building was practically at a standstill.

The value of building permits issued in 35 cities increased from $3,667,399 in June to $5,863,834 in July, or 59.9 per cent. As compared with July, 1917, there was an increase of 27.7 per cent.

Lumbering

Westville reported that lumbering was decidedly duller during July than during the last few months. St. John reported that the saw and shingle mills were steadily employed but that skilled mill men were scarce. Newcastle reported that practically all the local mills worked full time and that there was a scarcity of unskilled labour. Heavy rains during the month enabled operators to bring into the booms several drives that were abandoned during the spring. Frederiction reported that employment was good around the mills and logging booms. Quebec reported that the saw mills of the district were not as busy as in previous years; but that the mills were working short handed, notwithstanding. Sherbrooke reported the camps for railway ties, telegraph poles etc., were quiet but that the saw and shingle mills were fairly well employed. Three Rivers reported that the saw mills of the district, employing over 600 men, had been very busy. Peterborough reported activity in the lumbering industry; some big drives having come in. Owen Sound reported that the lumber camps are not active, a few men only being employed to take care of the material; the saw mills were active but the tie mills were not running. The mills of the Spanish River Pulp and Paper Company at Sault Ste. Marie were working full time. The lumber mills at Prince Albert continued to run day and night shifts. Fernie reported that the lumber industry had rather a dull month. New Westminster reported that the saw mills were all actively engaged. The eight hour day has been extended to include the engineers in saw and shingle mills. The logging camps in the Nanaimo district were working to capacity but were badly handicapped by the shortage of men. The saw mills were fully engaged with all the labour available, but the shingle mills were not quite so active. Victoria reported that the logging camps were very busy, particularly those getting out spruce for airplanes. Saw mills were also busy on foreign orders.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING JULY, 1918

During the month of July the Department received reports from six Boards of Conciliation and Investigation appointed to inquire into disputes affecting (1) The British Columbia Electric Railway Company, Limited, and its street railway employees at Vancouver, Victoria and New Westminster; (2) The British Columbia Electric Railway Company, Limited, and its electrical workers; (3) The Western Power Company of Canada, Limited, and its electrical workers; (4) The Corporation of Victoria and its civic employees; (5) The Toronto Street Railway Company and its machinists; and (6) Canadian Pacific Railway Company and its dining car employees.

Ten applications were received for the establishment of Boards, and a Royal Commission was appointed to investigate certain unrest in the shipbuilding industry in the province of Quebec. Four disputes, regarding which the Department had received applications for Boards of Conciliation and Investigation, were referred to this Commission, namely: (1) The Quinlan and Robertson Shipbuilding Company, Quebec, and its carpenters and joiners; (2) The Davie Shipbuilding Company, Lauzon, Que., and its boilermakers, iron ship-

builders, blacksmiths, carpenters, etc.; (3) The Quebec Shipbuilding Company and its employees; and (4) Fraser, Brace & Company and its employees.

Advice was received during the month of an amicable settlement of the dispute between the Vancouver Gas Company and its employees.

Applications Received

An application was received from the employees of the Quinlan and Robertson Shipbuilding Company, Quebec, being carpenters and joiners, members of Local No. 730 of the United Brotherhood of Carpenters and Joiners of America, for a Board to deal with a dispute concerning wages and hours. This dispute was referred to the Royal Commission which had been appointed to investigate certain unrest in various shipbuilding industries in Quebec. The Commission was composed of the following members: the Honourable Mr. Justice F. S. Maclennan, of Montreal, chairman; Mr. Thomas E. Robb, of Montreal, and Mr. John M. Walsh, of Quebec.

The following applications were also referred to this Commission: Application from the employees of the Davie Shipbuilding Company, Lauzon, Que., being boilermakers and iron ship builders, blacksmiths, carpenters, etc., members of the following organizations: International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, Local No. 380, International Brotherhood of Blacksmiths and Helpers, Local No. 235, and United Brotherhood of Carpenters and Joiners, Local No. 2033, for a Board to deal with a dispute concerning wages, hours and working conditions; application from the employees of the Quebec Shipbuilding Company, members of Local No. 730 of the United Brotherhood of Carpenters and Joiners of America, for a Board to deal with a dispute concerning wages and hours.

An application was received from the employees of the New Brunswick Power Company, St. John, N.B., being conductors, motormen, powerhouse men, shop and barn men, trackmen, etc., for a Board to deal with a dispute concerning wages. A Board was established as follows: the Honourable Mr. Justice W. B. Chandler, Moncton, chairman; Messrs. Geo. E. Day and W. Frank Hathaway, St. John, nominees of the company and employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board.

An application was received from the employees of the Ottawa Electric Railway Company, members of Division No. 279 of the Amalgamated Association of Street and Electric Railway Employees of America, for a Board to deal with a dispute concerning wages and conditions of employment. A Board was established as follows: His Honour Judge R. D. Gunn, of Ottawa, chairman; Mr. Geo. F. Henderson, K.C., Ottawa, and Mr. Fred. C. Bancroft, Toronto, nominees of the company and employees respectively. The chairman was appointed on the joint recommendation of the other two Board members.

An application was received from the employees of the Canadian Pacific Railway running on lines East of Fort William, being locomotive engineers and members of the Brotherhood of Locomotive Engineers, for a Board to deal with a dispute concerning wages and working conditions. A Board was established, Mr. David Campbell, of Winnipeg, being appointed a member on the recommendation of the employees. Before the Board was completed advice was received that direct negotiations between the parties concerned had resulted in a settlement of the dispute.

An application was received from the employees of the Canadian General Electric Company at Peterborough, Ont., being machinists, specialists and electrical workers, for a Board to deal with a dispute concerning wages and working conditions. A Board was established as follows: His Honour Judge Colin G. Snider, Hamilton, chairman; Messrs. James H. Merrick and Fred. C. Ban-

croft, Toronto, nominees of the company and employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two Board members.

An application was received from the Alberta Coal Company, Limited, Edmonton, Alberta, for a Board to deal with a dispute arising from the company's objection to the check-weighman appointed by the employees. No Board was established, as, in the Minister's view, the dispute fell within the jurisdiction of Mr. W. H. Armstrong, Director of Coal Operations, Calgary, and the question was accordingly referred to Mr. Armstrong.

An application was received from the employees of the Quebec Railway, Light, Heat and Power Company, being mechanics of various classes, namely: toolmakers, machinists, blacksmiths and helpers, air brake testers, carpenters, car repairers, oilers and repairers, painters and helpers, sheet metal workers, pipe fitters, millwrights, electricians, car inspectors and apprentices of all trades. A Board was established, Mr. Fred. C. Bancroft, Toronto, being appointed a member thereof on the recommendation of the employees.

An application was received from the employees of the Winnipeg Electric Street Railway Company, being machinists, blacksmiths, electricians, trackmen, carpenters, painters, car cleaners, switch greasers, specialists and helpers to these crafts, for a Board to deal with a dispute concerning wages, hours and working conditions. A Board was established, Messrs. John C. Sullivan and Ernest Robinson, of Winnipeg, being appointed members thereof on the recommendation of the company and the employees respectively. The chairmanship had not been filled at the end of the month.

Other Proceedings under Act

A dispute concerning wages and working conditions between Fraser, Brace & Company, Limited, Montreal, and its employees, in regard to which an application for a Board had been received, was referred to the Royal Commission appointed to investigate the unrest existing in the shipbuilding industry in the province of Quebec.

Advice was received during July that the dispute between the Vancouver Gas Company and its employees had been adjusted by direct negotiations between the parties concerned.

Report of Board in Dispute between B.C. Electric Railway Company and Street Railway Employees

A REPORT was received from the Board established to deal with the dispute concerning working conditions between the British Columbia Electric Railway Company, operating at Vancouver, Victoria and New Westminster, and its street railway employees. The Board was composed as follows: the Honourable Mr. Justice W. A. Macdonald, of Vancouver, chairman, appointed by the Minister of Labour; Mr. Frederick Buscombe and Mr. T. J. Coughlin, of Vancouver, appointed on the recommendation of the employer and employees respectively.

The award contains certain recommendations for the adjustment of the dispute. A minority report was presented by Mr. Coughlin, accompanied by the original proposed agreement of the employees, which he supported in its entirety.

The award was not acceptable to the employees, who declared a strike, which was adjusted at the end of a few days.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the British Columbia Electric Railway Company, Limited, hereinafter called the "Company," and the Amalgamated Association of Street and Electrical Railway Employees of Canada,

represented by Local Division No. 101 of Vancouver, British Columbia; Local Division 109 of Victoria, British Columbia, and Local Division No. 134 of New Westminster, British Columbia, comprising employees of various departments of the British Columbia Electric Railway Company, Limited, hereinafter called the "Employees."

To the Honourable T. W. Crothers, K.C.,
Minister of Labour,
Ottawa, Ont.

A Board of Conciliation and Investigation was constituted in this matter, consisting of the Honourable Mr. Justice W. A. Macdonald, chairman, appointed by the Minister of Labour; Mr. Frederick Buscombe, the representative of the company, and Mr. T. J. Coughlin, the representative of the employees. A majority of such Board beg to report as follows:

The company was represented before the Board by Messrs. J. G. Murrin and William Saville, and the employees were represented by Messrs. F. A. Hoover, W. H. Cottrell and William Yates.

The company, in 1915, under provisions of a then existing agreement with the employees, gave notice of its intention to cancel such agreement, but at the same time the company declared its willingness to enter into a new agreement, subject to reduction in the wage schedule and certain changes in the working conditions. There were negotiations for settlement between the parties, but without result, and a Board of Conciliation then made recommendations which were, with some changes, adopted as the basis of a new agreement, dated the first of September, 1915. This agreement was varied by a supplemental agreement, dated September 16, 1916, by which the wages of the employees were increased. Then in June, 1917, after a strike had occurred, a Commission was appointed by the Provincial Government to inquire into the economic condition of the company's transportation system. The company, on its part, undertook to grant certain increases in the wages until June 30, 1918, and the employees then resumed work. The company now seek a renewal of the agreement, with the same working conditions, but offered the employees, in addition to the increase in wages already granted, an additional 10 per cent. This offer was refused and a counter-proposal submitted, containing important changes in the working conditions and also a large increase in the scale of wages. The parties, after various efforts, failed to adjust their differences, and this Board is the result.

At the initiation of our proceedings, it was apparent that we could not be of assistance in bringing about an amicable agreement concerning the important issues involved. The parties, however, in a proper spirit, endeavoured to settle between themselves as to some of the changes in the working conditions. This resulted in an agreement on certain points and a united expression of opinion, that all matters in difference, as to working conditions, could be arranged between the parties, except the question of an eight-hour day and the inclusion of certain classes of employees within the scope of the agreement. We were thus, under this satisfactory arrangement, only required to deal with these two matters, in addition to the important question of the scale of wages.

After the lengthy oral and documentary evidence, coupled with argument, had been concluded, the Board undertook the difficult task of making a report, which it was hoped would contain recommendations, forming the basis of a settlement of the dispute. After discussion, towards this end, had proceeded with a conciliatory spirit, and with a fair possibility of success, adjournment took place over Sunday. In the meantime, the same Board held sittings to consider the differences between this company as well as the Western Power Company of Canada and their electrical workers. This latter dispute was closely connected with that pertaining to the street railway, and in fact it developed that all the employees were acting together. On Sunday, June 30, the employees, although they had taken part in the sittings, and submitted evidence, determined not to await the report of the Board, but to go on strike at the close of the following day. Efforts were made to avert this course being pursued, but without avail. Upon the Board resuming consideration of its report, Mr. Coughlin, representative of the employees, frankly stated that he would only agree to recommendations favouring the demands of the employees in their entirety. He admitted that further discussion would be of no benefit and thus left the other members of the Board to make their report after due consideration.

As to an eight-hour day: It was contended by the employees that the Board should lend its weight to its adoption, as constituting a day's work in street railway employment, by making a recommendation in its favour. There is no doubt that the trend of legislation, and practice, is in favour of such period representing a day's work. It was submitted, on the part of the company, that such a course would be an innovation, as applied to a street railway, and that in very few instances did eight hours constitute a day's work for motormen and conductors. This is worthy of consideration, but in normal times should not of itself operate as a bar to a change taking place which is beneficial to employees. In the cities of Canada, nine hours seems to be the prevailing period for a day's work for such employees, and this applies even with respect to systems controlled and operated by municipalities. It was declared by the representatives of the employees that an eight hour day was not desired for the purpose of creating overtime, at increased rates of wages; but simply to compel the company to adopt "running sheets" which would enable the employees to complete a day's work within such shortened period. It would also limit the "spread-over," or time within which

motormen and conductors are required to be available for duty. Accepting this assurance of the representatives and assuming that the company, in order to efficiently carry on its transportation business, would require to operate the same number of car miles, then, in order to accomplish this result, it would, under an eight hour day, entail the employment of further motormen and conductors. It is agreed that the number so required would exceed one hundred. Competent men for such a purpose could not be easily obtained and the question is whether, even if available, the man-power of Canada should thus be curtailed. It has been sought in every way possible, since the commencement of the war, and the necessity is now becoming more apparent, to conserve our manhood, in addition to our food supply, in order that Canada may bear its proper share and render its most effective aid in the great struggle. It would be an abandonment of its policy, if any industry needlessly employed any considerable number of men. In 1915, the employees pressed for the adoption of an eight hour day and men were then more easily obtainable for the service of the company, but they were eventually satisfied to accept the previous arrangement as to hours of labour. The working strain upon the employees has not been materially increased in the meantime, and if you compare the work of the motormen and conductors with other cities it does not appear to be more arduous. For instance, in the neighbouring city of Seattle, with vehicle and pedestrian traffic more congested, the average rate of speed for street car is 10 miles per hour, while in Vancouver it is 9.2 per hour. Then in Seattle nine passengers are carried per car mile while only seven passengers are carried in Vancouver for the same distance. This accounts to some extent for the earnings of the Seattle system being 32 cents per car mile, as compared with 23 cents in Vancouver. We have, in the circumstances, formed the opinion that the principle of an eight hour day should be accepted for street railway workers in common with other classes of labour; but until the termination of the war the length of time to constitute a day's work should not be altered. We recommend, however, that in compiling the "running sheet" the "spread-over" should be decreased as much as possible and that overtime should be chargeable after nine hours instead of nine and a half hours, as at present. In coming to a determination in this matter, we have considered that one of the conclusions arrived at by the National Industrial Conference Board in the United States in dealing with labour, as affecting efficient production, presented a proper basis, viz., that "applied to hours the standard shall be those established by statute or prevailing in the establishment at the beginning of the war, subject to change only when, in the opinion of the Council of National Defence, it is necessary to meet the requirements of the Government."

We were also, in this respect, impressed with a portion of the report of the Railway Wage Commission, commonly called the "McAdoo Commission," stating that: "With overtime, as with hours of service, however, the Commission believes that the existing rules and conditions of payment should not be disturbed during the period of the war."

We are thus in accord with the views of Mr. Mahon, the president of the association, of which the employees are members, as voiced in his report to the biennial convention of such association of September 10, 1917. A portion of this report is well worthy of quotation, as follows: "At a meeting of our convention two years ago we were sad and downhearted because of the fact that a great number of our Canadian brothers were then upon the battlefield of Europe. We felt many of them would never return."

After dealing with the advent of the United States into the war in the meantime, he then expresses himself, as to the duty of the organized workers and the stand taken as to not insisting on any change in the hours of labour as follows: "It is a serious and solemn hour to the organized workers of this North American continent. As citizens, we are called upon and must do our full duty towards our Government in this our solemn hour. It is our solemn duty, as delegates to this convention to do everything within our power to maintain and uphold this organization and its splendid achievements—at the same time to do our full duty towards our Government in this struggle and to destroy Imperialism and establish world-wide democracy. During the latter year (of the two years) owing to the war and the contemplated shortage of labour, we have not insisted strongly upon our original change in the hours of labour, but have aimed to maintain our present work day."

While the convention approved of the principle of an eight hour day, still they have not insisted upon its acceptance during the war. Mr. Mahon is reported, as late as the month of June, to have reiterated his position in his statements before the War Labour Board of the United States when it was considering the wages of Detroit and Cleveland street railway employees. It is to be hoped that his sentiments, so patriotically expressed, will have equal force in Canada and induce the members of his association in this loyal portion of the Empire to accept the recommendation of the majority of the Board in this matter.

As to the inclusion of other employees in the agreement: It was sought to have certain employees of the freight shed department and station agents included within its terms. This question was presented towards the close of the proceedings, when the time was growing short, in view of the necessity for an early report from the Board. As a consequence, sufficient evidence was not submitted to enable us to intelligently form a conclusion on this point. We think it advisable to now call for further evidence and suggest that such a matter ought, if approached in a reasonable spirit, be capable of satisfactory settlement between the parties.

As to an increased wage scale: The advance in wages since the agreement of 1915 has already been referred to. The motormen and conductors in the three cities affected by the dispute form the great bulk of the employees, so a discussion of their rate of wages will be typical of the general conditions in this respect and any advance in their wages will naturally have a reflected effect upon other employees. When a reduction in wages was obtained by the company in 1915 it was based upon several grounds, some of which might well be considered in now determining the proper amount of increase. The depression that then existed has practically disappeared and wages generally have materially advanced. This change, combined with an increased population, has afforded an additional revenue to the company, but the added outlay for wages and material has destroyed the benefit that otherwise would have resulted. Comparison was then made between the wages paid motormen and conductors in other cities and those prevailing under the company's scale. It was pointed out that such comparison still favours the contention of the company and shows that the present wages are higher than those paid for similar work elsewhere in Canada, with the exception of Windsor and by the street railways, controlled and operated by a municipality. The wages paid by the municipality owned or controlled street railways, it was submitted, should not be compared with a private company, as any loss in operation is borne by the community as a whole. It appeared that the maximum rates paid to motormen and conductors in several Canadian cities is as follows: Winnipeg 39c, Toronto 37c, Ottawa 30c, Windsor 40c, Fort William 36c, Hamilton 37c and Halifax 32½c, while in the cities where street railways are operated by the municipality the following maximum rates prevail: Edmonton 40c, Regina 41¼c, Saskatoon 41c, and Calgary 45c. The rate now paid in Vancouver to such employees is 40c an hour, but the company offers to increase this to 44c. The employees, however, claim that they are entitled to 51c an hour as a maximum rate. If 44c were adopted as the maximum rate in Vancouver to motormen and conductors it would exceed the rate at present paid in all cities of Canada, except Calgary, where the cost of operation is reduced by the use of "one-man cars." Then, again, in the larger cities of the Pacific coast in the United States the maximum rate paid to such employees is as follows: Tacoma 38c, Seattle 40c, Everett 37c, Portland 45c, San Francisco 43¾c, Los Angeles 37c, and Oakland 42c. The only one of those cities that exceeds the rate offered is Portland, where the working hours per day were reduced and the rate of wages raised to 45c under an arrangement, by which the fares were increased to meet the additional cost of operation.

It is urged by the company that it should not be expected to go beyond the rate offered by reason of the continued loss in operation. This fact is so well known that elaboration is not necessary. Suffice to say that an auditor's report was submitted showing that for the 12 months ending March 31, 1918, the revenue received by the company in the operation of its street railway was $2,985,620, while the expenditure during such period of operation for wages and material amounted to $3,361,294; thus creating a deficit of $375,674. Even if the jitney traffic were eliminated, it is improbable that this result would be materially changed. Unquestionably, if the increased wages offered are paid, the company, if it continues to operate, will have a more unsatisfactory financial showing at the end of the current year.

The company, in addition to operating its street railway, has, through various franchises, the right to supply electric light, gas and power throughout the cities of Vancouver, Victoria, New Westminster and adjoining districts. If the earnings of these various undertakings were taken into account, it would appear from statements submitted that after paying interest on bonds, the entire business of the company, even with its remunerative rates for lighting unimpaired, is not profitable. It contends that it should not for these reasons be expected to incur further outlay for wages beyond its offer. We do not think that this position is tenable and consider that the ability of the company to pay wages is, as far as the employees are concerned, nothing more than an incident in connection with the dispute. The position of employees in disposing of their labour has to be dealt with irrespective of the financial standing of an employer. When material is sold to a company the manufacturer does not, as a rule, reduce his price to suit the financial requirements of the purchaser. The employees in question should not be called upon to bear a share in the loss resulting from an unremunerative business undertaking, which serves the citizens as a whole. While the company does not, like a merchant, possess the power of its own volition to raise the price of its commodity, in the shape of transportation, still, it accepted this impediment as forming a part of the agreement under which it obtained a franchise, allowing the use of the streets. We have then to ascertain upon what reasonable basis the rate of wages can be fixed. We are quite satisfied that, under present conditions, the minimum wage of 30 cents per hour, now paid to motormen and conductors, should be very materially increased, so as to offer an inducement for men to enter the service of the company and remain in its employment, with the prospect of receiving proper compensation. We also feel that the term of service necessary before an employee can receive the maximum rate of wages is unreasonable. If a motorman or conductor is competent to take charge of a car, after two or three months' trial, he should be entitled to an advance in wages at the expiration of his first year of service and be considered to have reached full efficiency at the end of the second year. If this recommendation be accepted it would shorten the

term of service in order to reach the maximum rate from four years to two years. Then as to the maximum rate to be paid, the local scale of wages, especially for skilled labour, is very high at present. At first thought one would conclude that this should have an important bearing upon the wages of street railway employees. This condition, however, is abnormal and due, in a great measure, to the war. There is no industry in our province sufficiently similar to that of the company, in its service and terms of employment, to afford any material assistance by way of comparison. We think, therefore, that the guiding, if not the controlling factor, in forming an opinion as to the rate of wages to be paid to the employees, must be the cost of living. This ground was taken by the company in 1915, in seeking a reduction of wages, and can well be applied at the present time. In the first place, we have to consider whether the cost of living is greater in Vancouver, Victoria and New Westminster than in other cities of Canada where street railway employees receive less wages than those offered by the company. In arriving at such cost, it is almost impossible to reach any degree of accuracy, as so much depends upon the personal equation. The Labour Gazette affords a means of information as to the increase or decrease from time to time of the cost of living in Canada. The statistics there presented form as reliable a guide as can be obtained. Some years ago certain quantities of food were allotted, with rent, fuel, etc., as necessary for a family of five persons. In order to afford a proper basis of comparison, this formula requires to be permanently adhered to, though the quantities, *e.g.*, of meat required, for such a family, may have been lessened in the meantime. Any change of this kind, however, does not destroy the usefulness of the Gazette in comparing the rise and fall of cost of living in different cities throughout Canada. Resorting then to this source of information, we find that in the month of March of this year the cost of living was greater in Montreal, Toronto, Ottawa, Winnipeg, Regina, Edmonton and Calgary than in Vancouver, and if the cities of Victoria and New Westminster be included in the comparison, as the cost of living in those cities was less than Vancouver, it would emphasize the comparison in favour of the British Columbia cities. The high cost of living which has prevailed throughout Canada is still increasing, but it does not seem to have materially affected the wages of street railway employees in Eastern Canada. This point was recently exemplified by the unanimous report of the Board of Conciliation, which was accepted by the employees, fixing the minimum rates of wages in Hamilton to motormen and conductors at 30 cents per hour and the maximum at 37 cents.

It would thus appear that a comparison of the cost of living in this province with other Canadian cities would not support a recommendation beyond the increased wages offered by the company; still we think, under existing circumstances, that the company should be called on to go further in its offer. In order to retain the service of employees, they should receive a fair rate of wages, which will enable them, with proper economy, to meet the high cost of food and other necessaries. We propose, therefore, to deal with the situation as it is presented locally, though from the standpoint of the company this will doubtless be open to objection. During the course of the proceedings we required statements to be submitted, based on the Labour Gazette, showing a comparison of the cost of living in Vancouver, extending over a number of years. We find that in March, 1913, the cost of living per week, as applied to a typical family of five persons, was $16.28, while it had risen to 519.34 in March, 1918. This represents an increase of 18.80 per cent. The maximum wage to motormen and conductors in 1913 was 35 cents per hour, as compared with 40 cents per hour in 1918, thus showing an increase of 14.29 per cent. If the additional percentage of cost of living between the two periods be added to the 35 cents, the wages now payable should be 41.58 cents per hour. If the cost of living in March, 1915, be compared with March, 1918, it shows an increase of 46.30 per cent in the meantime, then the wages should, in the same manner, be adjusted so as to establish a rate of 46.82 cents per hour. Then the cost of living in June, 1917, as compared with March, 1918, shows an increase of 11.94 per cent and the maximum wages fixed in June, 1917, should in the same manner, if based upon this increase, be established at 44.78 cents per hour. The company complained that the reduction of wages obtained in 1915 was not commensurate with the decreased cost of living. We think a fair way, in order to determine the admitted increased cost of living in previous years, as compared with that now existing, would be to average the results shown by these three comparisons, and, if so, it would indicate a maximum rate of 46.64 cents per hour. We consider, however, that there has been a further increase in cost of living since March, and thus recommend a maximum rate to motormen and conductors of 47 cents per hour. The increased cost of living must of necessity, in view of their lower wage scale, bear heavily upon the employees of the company during the first year of service. We recommend a very substantial increase in the wage of such employees and that they should be paid 40 cents an hour, thus agreeing with the request of the employees in their proposed agreement. Then, on a line with this recommendation, they should, after the first year, and during the second year of service, receive 43½ cents per hour.

If it were not for the existing strike and the information imparted by the representative of the employees, we would submit a detailed wage schedule, showing how the increases which are recommended to motormen and conductors should be applied to other employees. We do not, however, consider the delay necessary for that purpose is warranted, as if our recom-

mendation be accepted as a basis for settlement then it is simply a matter of adjustment.

In thus recommending increased wages beyond those offered by the company, we are not overlooking the fact that such rates are in excess of those paid by any street railway on the continent, except Anaconda and Butte, where the mining companies own the street car systems and operate them, practically as adjuncts to the mines. It may be important, as supporting the statement, that we are dealing very fairly with the employees, to shortly compare the maximum rates of wages which would thus be established, with those prevailing upon street railways in other cities, coupled with some features of their operation. In the United States there are 141 companies operating from 50 miles to 500 miles track and the average maximum rate of wages is 32.1 cents per hour. In Canada there are nine companies operating from 50 to 500 miles of track, and the average maximum rate of pay is 34.2 cents per hour. Then treating the matter geographically: In the Pacific coast cities there are 29 companies operating with an average maximum rate of 37.2 cents per hour. In Canada, east of Port Arthur, there are 21 companies operating with a maximum rate of 28.7 cents per hour. While, west of Port Arthur, there are nine companies operating with an average maximum rate of 37.4 cents per hour.

In conclusion, the query may naturally arise in view of such recommendation for increases of the rate of wages and the granting of other benefits to the employees, as to how the additional burden is to be borne by the company. We are, however, only dealing with the matter in dispute between the parties and endeavouring to afford a solution. It is not within our province to discuss how the company can, from a business standpoint, continue its operations and afford transportation to the public in the face of the increased deficit which is bound to follow. There is no doubt that the earning power of the company is affected in a great measure by the extensive use of privately owned automobiles. They have seriously invaded the constituency from which street railways were accustomed to look for support. The jitney has also had the same effect. Whether, under the circumstances, the company will attempt to meet the heavy loss in operation by curtailment of its lines, reduction of the number of cars, elimination of jitney traffic, increase of fares or adoption of the "carry for cost" scheme is not for us to determine. Still, we do not think it out of place to thus briefly refer to the matter and express an opinion as to the improbability of a company continuing for any period of time to afford transportation to its patrons at less than cost. At present it is in the unfortunate position of being unable—under existing agreements—to pass the enormously increased cost on to the public, upon whom, however, it must inevitably fall in the end, for if the public want the service it must pay for it.

In submitting this conciliatory report we trust it will be accepted on the part of the company as a matter of expediency, due to the situation caused by the war. We hope that the employees will also agree to its terms and in coming to a favourable decision that may be influenced by placing a money value upon the numerous privileges incident to their employment, such as free transportation, reduced cost of gas and light, right of seniority, share in expense of uniform and also the importance of permanent employment. We recommend that the agreement should be for a year at least with a proviso as to variation, of proper notice, in the event of the cost of living appreciably increasing.

(Sgd.) W. A. MACDONALD,
Chairman of Board.
(Sgd.) FREDERICK BUSCOMBE,
Representative of the Company.

Dated at Vancouver, B.C., this sixth day of July, 1918.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the British Columbia Electric Railway Company, Employers, and its employees, members of the Amalgamated Association of Street and Electric Railway Employees.

To the Honourable Thos. W. Crothers,
Minister of Labour,
Ottawa, Canada.

Dear Sir,—

In accordance with the provisions of the Industrial Disputes Investigation Act, 1907, a Board of Conciliation and Investigation was, on the nineteenth day of June, 1918, constituted on the application of the above named employers to investigate and report upon a dispute between the above named parties, arising out of a revised schedule of wages, hours and working conditions submitted by the employees to the employer on May 14.

While I appreciate the desirability of a unanimous report, I regret exceedingly that I cannot agree with my colleagues on the above Board and am obliged to make this Minority Report in fairness to the men I represent, as the increases asked are only fair and one of two things must happen, either their wages must be very materially increased, or else they must accept a very low standard of living.

At the first sitting of the Board, held on June 19, the employer was represented by Messrs. W. G. Murrin, general manager, and W. Saville, and the employees by Messrs. F. A. Hoover, Wm. Yates and W. H. Cotterill.

Sittings were held daily from June 19 to June 21 inclusive, when at the suggestion of the Board it was mutually agreed by all concerned that the employer and employees would get together on June 22 and devote their time to arriving at a solution of the working con-

ditions as presented, and also a request from Mr. Murrin that he be given more time to prepare his case, as he had no more information to go on with. The Board adjourned until Monday, June 25, at which sitting the representatives of the employer and employees reported good progress on their working conditions from the meeting held on June 21. A similar meeting was held in the forenoon of June 27, the last day of the sitting, to take evidence, at which the employer and employees show still further progress of their working conditions. Many of the working conditions were discussed at this sitting with the Board, when a statement was made by the men that the working conditions could be satisfactorily adjusted with the employer irrespective of whether it took a month, six months or a year, they did not consider them as vitally important as the question of hours and rates of pay. Now it appears to me that the questions before the Board were the eight hours and the elapsed hours in which a motorman and conductor would have to work in order to get in their eight hours, a reduction of time on which the sliding scale of pay for motormen, conductors, shop and barn men, apprentices and trackmen were to apply and the wage rates asked for by the men were the vital questions for the Board to decide on.

At the last sitting for the hearing of evidence on June 27 the men pressed for a decision to be made on June 29, stating that under their agreement with the Department of Labour made through fair wage officer Mr. Bulger, that an award would be made by June 30, and they stated frankly that they could not be responsible for any action that their men would take after that date. On June 28 the Board had a session reviewing the evidence which was submitted in a stenographical report and by exhibits. A general discussion of same took place, but no decision was arrived at, and the Board adjourned to meet on July 2. According to press reports, the men held a midnight session on June 30, and at that meeting, by a 96 per cent vote, they decided to go on strike midnight July 2. The chairman of the Board called a meeting of the Board on the afternoon of July 1 at which meeting it was thought advisable to bring in all the parties concerned, including the electrical workers, for a conference. At this meeting both the company, the street railway men and the electrical workers were represented, but efforts to avert the strike were unavailing, both the employer and employees refusing to recede from the stand they had taken and the matter was at a deadlock. The strike being on when the Board met again, I took the position in order to facilitate matters and save a waste of time that I would make a Minority Report, accepting all of the men's contentions as to wages and hours, to which my associates did not agree, I therefore attach the request of the men in connection therewith.

Section 2. Proposed agreement covers the rates of pay and the time at which they will apply on the sliding scale. The rates as set forth, starting with 40 cents to conductors, motormen, shopmen and trackmen, is the absolute minimum that the employer should ask men to work for, as the present cost of living does not give them any margin whereby they could lay aside something to meet the proverbial rainy day, and the maximum of 51 cents for motormen and conductors provides only a fair standard of living and of the scale for the skilled workers are not excessive for the class they represent.

In the question of eight hour day, this is the basic day as admitted by the Governments of Canada and the United States and by the larger employers of labour in both countries, some of whom have voluntarily given their men an eight hour day, and it is unfair at this time to ask street railway employees to work a longer day without punitive time for all time in excess of the eight hours, nor is it fair to ask men on regular runs to work over nine elapsed hours to get eight hours' work. A conductor or motorman take full charge of a car on three weeks' tuition, so there is no valid reason for the long period of waiting to reach the maximum; in fact to be in line with the times there should be only one rate of pay for this class of work and the men should enjoy it from the moment they are placed in charge of a car. Also that extra men should be guaranteed at least six hours' work per day.

The employees, members of the Amalgamated Association of the Street and Electric Railway Employees, to whom the employer had taken exception to their positions being included in the wage agreement presented by the employees, special reference being made to these men, being in a measure officials of the employer, such as rate and chief clerk, cashier, accountant, switching clerk, first abstract clerk, second abstract clerk, billing clerk, demurrage clerk and station agents at Cloverdale, Milner, Langley Prairie, Sardis, Clayburn, Abbotsford, Huntingdon, Chilliwack, and assistant agents, and in the employers' opinion outside the jurisdiction of the employees' association. To this I take exception as those positions similar in character on steam service railroads all enjoy the privileges of their respective unions without question from the employers, but in this connection the men stated to the Board that they were willing to insert a saving clause in the interest of the employer in respect to a closed shop and seniority privileges granted in the agreement. With respect to salaries as presented, they are beyond question entitled to the amount set forth.

In conclusion, I desire to record my appreciation of the efforts of the employees and employers at presenting their evidence in an amicable manner and for the kindness extended to me by my associate arbitrators.

All of which is respectfully submitted.

(Sgd.) T. J. Coughlin,
Ref. for Employees.

DRAFT OF PROPOSED AGREEMENT

Agreement entered into in duplicate, this first day of July, One Thousand nine hundred and eighteen.

The BRITISH COLUMBIA ELECTRIC RAILWAY COMPANY, LIMITED, their successors, lessees, or assigns, hereinafter called the Company,

and

The AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, representing the employees of said Company affected by this agreement, hereinafter called the Association.

WAGE SCHEDULE

Sec. 1. This wage schedule and the working conditions submitted herewith shall be binding on the Company and its employees from the first day of July, 1918, until changed by the parties hereto.

Either of the parties desiring to change same or open up the Agreement or wage schedule shall notify the other party in writing of the desired changes at least thirty days before the expiry of the same.

Sec. 2. The following rates of wages shall be paid from and after July first, 1918, during the life of this Agreement.

(*a*) On City and Suburban Lines, Motormen and Conductors shall receive

First six months	40c per hour.
Second six months	45c "
Third six months	48c "
Thereafter	51c "

(*b*) Motormen and Conductors in work train service shall receive 2c per hour in addition to above rates.

(*c*) On Suburban lines, being Dist. 1, Dist. 3, Saanich lines, 16th St. Yard and Carrall St. Yard;

Passenger Motormen and Conductors.

First six months	40c per hour.
Second six months	46c "
Third six months	50c "
Thereafter	53c "

Freight motormen and conductors:

First six months	42c per hour.
Second six months	48c "
Third six months	52c "
Thereafter	55c "

Passenger Brakemen:

First six months	40c per hour.
Second six months	44c "
Third six months	47c "
Thereafter	50c "
Freight brakemen	50c per hour.
Trolleymen	45c "

d) All work done on Sundays and Holidays to be paid time and one nalf.

(*e*) Extra men to be guaranteed six hours work per day.

(*f*) Shop and barn wages; motorcar repairers, armature winders, helpers, blacksmiths' helpers, carpenters' helpers, machinists' helpers, sawyers, janitors, car cleaners, freight-car repairers and freight car inspectors;

First six months	40c per hour.
Second six months	45c "
Third six months	48c "
Thereafter	51c "
Freight car repairers' helpers	45c "
Painters	60c "
Freight car painters	45c "
Brushhands	45c "
Freight car carpenters	52½c "
Carpenters	60c "
Machinists	62½c "
Babbiter	52½c "
Trolley retriever repairer	55c "
Blacksmiths	62½c "
Carwiremen	55c "
Airbrakes fitter	55c "
Armature winders (first class)	62½c "
Armature winders (second class)	58c per hour.
Armature winders (third class)	55c "
Leading hands while so acting to receive	3c " extra.

(*g*) Apprentices:

First year	20c per hour.
Second year	25c "
Third year	30c "
Fourth year	35c "

(*h*) Freight Shed Department:

Checkers	48c per hour.
Truckers	45c "
Auto drivers	$90.00 per month.
Rate and chief clerk	125.00 "
Cashier	120.00 "
Accountant	115.00 "
Switching clerk	100.00 "
1st abstract clerk	100.00 "
2nd abstract clerk	95.00 "
Billing clerk	90.00 "
Demurrage clerk	90.00 "
Shedman (Chilliwack)	90.00 "

(*i*) Track maintenance men:

Open track men:

First three months	40c per hour.
Thereafter	45c "
Foreman	$100.00 per month.

Block pavement men, switch tenders and greasers:

First three months	45c per hour.
Thereafter	50c "
Track welders	53c "
Track welders helpers	50c "
Track bonders	50c "

(*j*) Baggage room men (Vancouver) $100.00 per month.

Baggageroom men (Westminster)	95.00 "
Autodrivers	90.00 "
Interlocking towermen	85.00 "

(*k*) Bridge and Building Master's maintenance gang 58c per hour.

(*l*) Station Agents:

Cloverdale	$95.00 per month.
Milner	95.00 "
Langley Prairie	95.00 "
Sardis	95.00 "
Clayburn	100.00 "
Abbotsford	100.00 "
Buntington	100.00 "
Chilliwack	115.00 "
Assistant Agents	95.00 "

PART TWO.—WORKING CONDITIONS.

(Applying to all employees).

Sec. 1. The Company recognizes the employees Association and will not discriminate against any employee because of his connection with the same.

The Company agrees that a condition of employment shall be that all persons employed by them in any capacity in any of the departments affected by this agreement shall become members of the Association within one month of entering employment.

The Company agrees that a condition of remaining in employment shall be continuous membership in the Association.

In case of suspension or expulsion of any of its members by the Association, the Company agrees to suspend or dismiss from their service such members upon the satisfactory proof of such misconduct alleged, for which suspension or expulsion is made.

The Company agrees that no person after securing employment shall be allowed to start work until they have secured a permit from the Association signed by one or more of the officers of the Association.

Sec. 2. The Association agrees that it will not interfere with, or limit the right of the Company to discharge or discipline its employees where sufficient cause can be shown to the Association.

Sec. 3. The Company shall have the absolute right to dismiss any employee for inefficiency, provided an employee so dismissed shall have an appeal to the General Manager. In event of the General Manager's decision not being satisfactory to the Association, the case shall be subject to arbitration under sub-section C of Sec. 5 of this Agreement.

Sec. 4. The Company shall forward the names of all employees entering their employ in any of the departments covered by this Agreement to the Secretary of the Association the same day such employee is placed on the payroll.

Sec. 5. (*a*) Properly qualified officers of the Association Divisions shall be recognized by the Company in discussing any grievance of any employee. Grievances will first be presented to the Local Manager or Superintendent, and if a satisfactory adjustment cannot be obtained an appeal will be made to the General Manager.

(*b*) Any employee suspended or dismissed for cause, and upon investigation not being proved guilty, shall be reinstated and paid for all time lost through suspension or dismissal. Investigation of the charge in cases of suspension or dismissal shall be held within forty-eight hours. The suspended or dismissed employee shall be notified at least twenty-four hours in advance when and where to attend, and also be notified of the nature of the charge laid against him. He shall have the right to produce witnesses and evidence thereat, and also the privilege of having officers of the Association present, if he so desires. Final decision in all cases of suspension or dismissal shall be given within forty-eight hours after the hearing of the charge is closed.

(*c*) In the event of a decision given by the Company under the foregoing sub-section not being considered just and equitable by the Association, the Company agrees to refer the same to a Board of Arbitration, which Board shall consist of one officer of the Company and one officer of the Association. These two shall meet within forty-eight hours and select a third arbitrator or umpire; in event of the selection not being made within five days the appointment shall be referred to the Provincial Minister of Labour immediately to select the third man. The decision of a majority of the Board shall be final and binding on all the parties. Each party shall bear the expenses of its own arbitrator and the expenses of the umpire shall be paid equally by the parties hereto.

(*d*) If an employee has been suspended or dismissed for any violation of duty constituting in the opinion of the Company an indictable offence, the Company shall immediately inform such employee to that effect, designating such violation, without being required to furnish the evidence there of in support. If the Association s not satisfied with such suspenion or dismissal, it shall within seven days notify the Company in writing to that effect and if within seven days after receiving such notice, the Company does not criminally prosecute the employee for such alleged violation, then such suspension or dismissal shall be subject to arbitration and dealt with under the foregoing sub-section.

It is understood that the provisions of this sub-section are not in any way to impair, affect or delay criminal proceedings being taken at any time against any employees.

Sec. 6. Should the business of the Association so increase that it becomes necessary to have a business agent, and an employee is appointed then the Company shall recognize the employee so appointed, as such business agent, and he shall retain his seniority in the Company's service and have access to the Company's premises at all reasonable times.

Sec. 7. Officers of the Association shall be granted leave of absence on Association business in so far as the regular operation of the service will prmit, and shall be given preference over any other applications for leave on the same day.

Sec. 8. Any employee elected to office in the Association which requires his absence from the Company's employ shall retain his seniority rights and shall upon his retirement from such office return to the Company's employ.

Sec. 9. Any employee shall be granted leave of absence on application to their respective foreman or superintendent where such leave of absence does not exceed fourteen days, in so far as the proper operation of the service will permit. All applications for a longer period shall be made through the business agent or president of the Association and taken up with the proper official of the Company, and dealt with in accordance with the priority of the application. Three months absence shall be granted if desired after one year service. No leave of absence will be recognized unless jointly approved of by the Company and the Association. Leave granted for the business of the Association shall not be included in the foregoing.

Sec. 10. All complaints to the Company brought against employees must be in writing and open to the inspection of the officers of the Association.

Sec. 11. In accordance with the past policy of the Company promotion will, as far as possible, and having due regard to the needs of the service be governed by seniority and proficiency, but in all matters of promotion and appointments the Company reserves the right of absolute freedom in selection. When vacancies occur, notice of same will be given on the bulletin boards so that the employees may make application for same.

Sec. 12. Monthly men will be given fourteen days holidays each year, after one year service, and shall be paid for same. Public holidays not included in the fourteen days.

Sec. 13. Payment of wages shall be made in cash on every second Friday. Shortages or omissions in pay caused by the fault of the Company shall be paid, on demand, if requested by the employee. A clerk shall be stationed in the New Westminster office to deal with adjustment of wages of employees on intcrurban lines, Westminster city lines, and Westminster car shops and barns. Victoria to have the same system of timekeeping as Vancouver and Westminster.

Sec. 14. Fifteen minutes will be paid for making out accident reports; when motormen and conductor make out statement of accidents both shall receive the fifteen minutes pay. All time reporting to head office to be paid straight time and in no case to be paid less than one hour.

Sec. 15. Duplicate record cards of employees service will be kept, one copy of which will be retained by the Company and one copy furnished to the employee; all entries and notations placed on the Company's copy must be put on the employees copy at the same time. Only such entries as are on both copies will be considered as part of the employees record of service.

Sec. 16. Any employee covered by this agreement will be entitled on becoming a consumer of gas concessions as hereinbefore, and to purchase electric light from the Company for the use of himself and family only on four cents per kilowatt hour, as measured by meter, and subject to such regulations for the use of same as the Company may issue from time to time; the Company to instal meters free and charge no rent for same.

(*b*) Free transportation shall be granted to all employees at all times over all lines within the city on which they are employed or over the interurban district in which they are employed. Under special circumstances the Company may grant, upon request a pass to an employee covering transportation between the nearest interurban station to his home and the place where he is employed, should be he living in a district where city car accommodations will not adequately cover his needs. Trackmen on District Two to have passes good on Vancouver or Westminster car lines.

(*c*) Each employee shall be granted one round trip pass per week for himself, wife and members of his family wholly dependent on him, over Districts one, two, three, and four and Saanich line, good on any day of such week.

(*d*) Any employee residing on the interurban lines shal l be entitled to purchase settlers tickets not exceeding thirty per month at half rate for his wife and membersl of his family wholly dependent on him, except where this provision is contrary to law.

(*e*) Motormen's and conductor's badges will cover transportation at all times over all lines.

(*f*) Any employee making wrongful use of any of the concessions granted by this clause or transferring them to persons not authorized to receive them, shall be dismissed from the service.

Sec. 17. Any work condition at present in force, which is not specifically mentioned in this Agreement and is not contrary to its intention shall continue in effect; provided that should any dispute arise as to the existance of any such working condition then the General Manager shall decide the matter. If the decision is not satisfactory to the Association then it shall have the right of appeal to a Board of Arbitration, to be constituted under and having all powers outlined in Sub-section C, Sec. 5, of this Agreement.

Sec. 18. Employees held off on Company's business by order of the Company officials will be paid schedule rates for time lost and will be reimbursed reasonable expenses when away from home. Like rates and expenses shall be paid to employees when compelled to attend inquests or courts on subpœna requested or procured by the company officials.

PART THREE.—CITY AND SUBURBAN LINES.

Sec. 19. When a man is compelled to work over schedule running time, time and one half will be allowed up to twelve midnight, and double time after twelve midnight until he is relieved from duty (This to apply to men working day runs.)

(*b*) Men working night runs after finishing their run double time thereafter until relieved.

(*c*) When an extra man is required to work over eight and one-half hours he shall receive time and one half up to eleven hours, and double time thereafter until relieved.

(*d*) Men working owl runs shall be allowed time and one-half after running time up to eleven hours, and double time after eleven hours until relieved.

Sec. 20. Eight hours shall constitute a days work, and shall be observed as far as operating conditions will permit. When operating conditions necessitate a longer schedule than eight hours, all such time over eight hours shall be computed as overtime. Travelling time to be included in the eight hours.

Sec. 21. All motormen and conductors on regular runs must be allowed every eighth day off, except on holidays and exhibition week, when all motormen and conductors will be available for service, provided always that the motormen and conductors considered necessary by the Company for service, in these occasions, shall be given three days notice of same.

Sec. 22. All regular runs to be completed in eight hours, with extreme limit of nine hours. In event of a run not being completed within nine hours of the commencement of the first shift, all such time over nine hours shall be computed as allowance time, and shall be paid in addition to the work pay, at the rate of time and one-half.

Sec. 23. The Company shall pay extra to motormen and conductors for breaking in new men at the rate of five cents per hour. Men breaking in new men shall have served at least one year, and will be selected by the Company in accordance with their efficiency.

Sec. 24. When men are required to report ten minutes or more before taking their car they will be paid for such time. Any motorman or conductor pulling car in or out of barn shall get ten minutes pay over schecule running time; all conductors shall get ten minutes pay for taking out fare box and supplies, and travelling time to be paid in accordance to schédule running time from place where box is received to relief point and from place of relief to point where box is delivered up. All motormen who have to take run ten minutes or more from car barns shall be paid travelling time to and from point of relief. Any motorman or conductor called for work shall be paid for time he reports until relieved, no report to be paid less than two hours. Each conductor on Sixth and Twelfth St. lines in New Westminster, who is required to make out coupon reports shall be paid fifteen minutes for each report.

Sec. 25. Each conductor and motorman if required by the Company, shall wear uniform and cap while on duty and the Company shall provide such employee with one full uniform and one extra pair of pants and one cap each year. One uniform overcoat will be supplied to each conductor and motorman every second year, if requested. The cost of said uniform, overcoat and cap to be in so far as contribution by the Company is concerned based upon a fixed price, that shall be agreed upon by the Company and the Association. The Company's contribution shall be one-half of said fixed price. Union scale of wages shall be paid for the making of the uniforms and overcoats, and the union label must be attached to the garments.

In the event of an employee damaging or destroying his uniform in the execution of his duty the Company will make good the damage or supply free an extra uniform if the case warrants. Any employee who has been in the employ of the Company for six months and has a uniform for three months shall upon leaving the Company's service not be required to pay more than one-half of the cost of such uniform. (This section shall also apply to interurban lines.) Conductors changers to be furnished by the Company and to remain the property of the Company.

Sec. 26. No new men shall be employed as motormen or conductors who are under the age of twenty-one years.

Sec. 27. The Company shall endeavour to maintain at all times an adequate and proper spare list, up to twenty per cent of the regular men if the obtaining of them is practicable. No conductor or motormen after finishing a run shall be required to do extra work, if there are any competent extra men available and the Company will endeavour at all times to provide a sufficient number of extra men so that any motorman or conductor will not be required to work over schedule running time.

Sec. 28. All conductors on passenger runs shall be supplied with change money, up to thirty dollars, according to the requirements of their runs.

Sec. 29. All regular work trains shall be operated by a fully qualified crew, and each line car shall be operated by a fully qualified motorman. Such crews shall sign on a special sheet for a period of six months, from July 1st to December 31st and January 1st to June 30th. Provided, however, the Company reserves the right to withdraw any car or cars referred to in this section, whereupon the crews signed for any car so withdrawn shall be assigned to duty in their proper position in the passenger service, and a new running sheet posted if necessary. And further provided that crews signed as above if not required for work train service or line car on any day may be assigned to duty in the passenger service by the Superintendent for the day or days said work train or line car is temporarily out of service. The Company to put on a pilot when such trains or line cars run over interurban lines.

Sec. 30. Day runs: any run of eight hours or more finishing on or before six-thirty p.m.

Early night run: any run of eight hours or more finishing after one a.m.

Block runs: Block runs shall be classed as regular runs, with the exception of those containing one owl run or more. Block runs containing one owl run or more will be classed as owl runs.

Special runs: Any run of less than eight hours.

Sec. 31. Men compulsory taken from their runs and put into temporary positions shall be paid the same rates as they would receive on their regular work and shall not have their earnings reduced owing to a shortage of hours.

Sec. 32. A new running sheet for city and suburban cars shall be posted every two months, and shall be signed up within five days of posting. Each new running sheet shall take effect on the first day of the month, provided however, the Company reserves the right to extend the time for bringing a new running schedule into effect if foggy weather or other exceptional conditions prevail.

The Company is to have the right to change the running sheet during Exhibition week or on holidays or in the

event of an unforeseen occurrence happening, which so interferes with traffic as to require a change. If the change at any time exceed one week then the Company shall post a new running sheet. Running sheets shall be submitted three days before posting for inspection and approval of the Executive committee.

Sec. 33. All cars to be provided with suitable heaters on front and rear vestibules between October 31st and April 30th each winter. (This section to apply also to interurban cars.)

Hand rails on P. A. Y. E. cars to be covered with felt or leather.

Sec. 34. Lavatories shall be provided at the following points: Vancouver, Fraser Ave. Line, at River Road; Fourth Ave. Line, at Alma Road and Cedar Cottage; Davie St. Line, at 25th Ave; Robson St. Line, at Commercial Drive; Victoria Road Line, at Stanley Park; Fairview Belt line, in the Lee Block; Hastings St. East line, at Trafalgar St; Kitsilano line, at Vine St.; Marpole line, at Marpole; 16th Ave. line, at 16th Ave. and Main. New Westminster: Sapperton-Edmonds line, at Sapperton; Sixth St. line, at Highland Park; Fraser Mills Branch, at Queenshore.

Victoria: No. 1 run at Oak Bay; No. 2 run at Outer wharf; No. 3 run at Fernwood; No. 4 run at Esquimalt; No. 5 run at Gorge; No. 6 run at Foul Bay Road; No. 7 run at Cedar Hill Road; No. 8 run South west of Washington Ave; No. 9 run at Olympia Ave.; No. 10 run at Mount Tolmie; No. 11 run at Exhibition grounds.

Sec. 35. Lockers to be provided where this arrangement is not already in effect.

Sec. 36. Two stools will be provided for all double enter cars.

PART FOUR—INTERURBAN LINES.

Being District One, District Four, Saanich Lines, 16th St. and Carral St. Yards.

Sec. 37. A new running sheet to go into effect on the first day of each month shall be posted not later than 25th of each month for signing.

(*a*) Men will sign in order of senority for the run they desire to work for the following month.

(*b*) Any man who does not wish to sign for a regular run, may sign the spare sheet instead, and will be a spare man for the life of that sign up.

(*c*) When it is known that a man will be absent for fifteen days or longer in the following month he will be required to sign the spare sheet instead of a regular run.

(*d*) Every passenger run will be worked by the man signed up for it, when in passenger service, and when he is absent from his run it will be worked by the senior competent man on the spare list.

(*e*) When a vacancy occurs in freight service through a regular man being absent, or extra trains or cars being put into service, such vacancy shall be filled by the senior competent man in any service who desires the run.

(*f*) In event of new trains or cars being put into service for a period of six days or longer during the life of a sign-up the senior competent man applying for the run shall take it, and his run shall be worked by the senior competent man on the spare list.

Sec. 38. Work train crews to consist of one conductor, one motorman, and at least one brakesman and one trollyman.

Sec. 39. Line car crew to consist of one conductor and one motorman.

Sec. 40. Freight service: Road crews in freight service when handling from one to five cars in addition to the motor, will consist of one conductor, one motorman, one trolleyman and at least one brakeman. When handling more than five cars in addition to the motor shall consist of one conductor, one motorman, one trolleyman at and at least two brakemen

Sec. 41. A way freight, express or baggage motor crew shall consist of at least one conductor, one motorman and one brakeman, except where business is light, when crew may if consistent with safety, be composed of a conductor and motorman only. If the work on any freight or milk train is unduly heavy it will be lightened by employing additional men.

Sec. 42. Freight and work trains regularly set up, not less than 26 calendar working days to constitute a month at any service and must be paid a proportionate rate for a number of days held in service. (This clause not to apply to the month of February.)

Sec. 43. A passenger crew for one car consists of at least one conductor and one motorman.

(*a*) Passenger crews for two cars consists of one conductor, one motorman and one brakeman. All other passenger trains to be manned as safety and traffic conditions demand.

Sec. 44. The term trainman means a man employed by the Company exclusively for service as a conductor, motorman or trolleyman, and shown on its lists and records as having been assigned to the train service.

Sec. 45. When a man holding a regular passenger run is compelled to work over eight hours, he will receive time and one-half up to 16 hours, and double time after 16 hours until relieved from duty.

(*a*) Men holding freight, work train or extra runs if compelled to work over eight hours shall receive time and one-half up to 16 hours and double time after 16 hours until relieved from duty.

(*b*) All night men engaged in freight service on Dist. One or 16th St. yards shall be paid two cents per hour extra over and above the wages paid to day men. Night is defined to be from 6 p.m. to 6 a.m.

Sec. 46. All regular runs shall be paid not less han eight hours pay.

(*a*) When schedule runs do not consume eight working hours, Company reserves the right to assign crews holding such runs further duties to complete full days work it being however that such further duties shall be specified when runs are advertised for signing. No freight work to be included in passenger runs; no passenger work to be included in freight runs.

(*b*) Any man called for duty after 19 shall be paid not less than eight hours for such duty.

(*c*) When an extra man is called for duty and works less than four hours, he shall be paid four hours pay; in event of his working more than four hours and less than eight hours, he shall receive eight hours pay, unless other work can be provided for him, giving him eight hours work within eleven hours of his first commencing duty.

(*d*) Trainmen's time shall be computed from the time they are required to report for their run, and shall finish at the time they arrive at their home terminal after they have finished their run, and been relieved of charge of their train.

(*e*) Fifteen minutes shall be allowed for reporting time for all service on Districts One, Four, and Saanich line.

Sec. 47. A running sheet assigning men to vacant runs shall be posted no later than 17k of the preceeding day, and if an extra man is not marked up correctly according to seniority he shall receive pay equal to the run which the mistake deprived him of, unless other work is provided for him within the same hours, and paying the same amount of time.

Sec. 48. The home terminal of all trains shall be designated when runs are advertised for signing.

(*b*) New Westminster depot shall be the home terminal for all spare men.

(*c*) Men working runs whose terminal is other than New Westminster depot shall be entitled to relief for one full day each week, in addition to any relief necessary by sickness.

(*d*) Any man required to work a run which ties up away from his home terminal shall be paid for the extra expense incurred while away from home.

Sec. 49. In event of trainmen requiring relief the Company will furnish such relief as long as there are competent extra trainmen not working, and the Company will be advised before 16 k. of the day previous that such relief

is required, except in case of emergency. Reliefs will be granted in order in which applications are received; all applications being equal. leave will be granted in order of seniority.

Sec. 50. After 16 hours duty, a trainman may claim eight hours rest.

Sec. 51. In so far as service demands and working conditions will permit all regular runs shall be completed within ten hours of commencement of first shift.

In event of a run not being completed within ten hours, all such time over ten hours shall be computed as allowance time and shall be paid in addition to the working pay.

Sec. 52. Extra men to be called at place of residence for duty if place of residence is within one mile of terminal. Extra board to be placed in men's waiting room.

Sec. 53. Students while breaking in will be paid at least $1.00 per day during probation, provided that they qualify within fourteen days.

Sec. 54. Trainmen on duty shall be allowed time not to exceed thirty minutes for meals, when detained from home terminal in any capacity, and shall be paid for time so consumed. Despatchers permission shall be obtained.

Sec. 55. When a train is being operated over any district other than that over which the crew operating the train is acquainted with the physical characteristics or running rules of such district, a qualified trainman will be supplied as pilot. Pilots will be paid same rate as their seniority entitles them to as conductor.

(*a*) When trains are operated over two or more districts or lines each and every train shall be run by a crew made up from the two seniority districts, pro-rated on a mileage basis as near as possible.

Sec. 56. No employee, not a qualified trainman and member of the Association shall be allowed to operate a train over any district, unless absolutely necessary.

Sec. 57. Conductors shall be provided with $15.00 change money for passenger work.

Sec. 58. Where trip reports detain conductors after days' work they will be paid reasonable time for same.

Sec. 59. A trainman taken from his regular work to other duty shall be paid not less than the same earnings as he would receive on his regular work.

Sec. 60. Runs shall be awarded to qualified trainmen in accordance with their seniority on the district on which they are employed.

Sec. 61. Trainmen deadheading will be paid time for same, to and from their home terminal.

Sec. 62. Trainmen will be notified when time is not allowed as per time slip with reasons therefore, and shortages and omissions in pay will be paid at once if requested by the trainmen.

Sec. 63. Trainmen's seniority shall commence from the time application is accepted and same be furnished to the Association if requested.

Sec. 64. Trainmen sick or unfit for duty will register in a book kept for that purpose, and when they book O.K. for duty again they will take their place in the run list.

Sec. 65. When a trainman is discharged or resigns he will as soon as practicable be paid and given a certificate stating his term of service and in what capacity he was employed; three days to be considered sufficient, if held longer he shall be paid eight hours per day at the rate he was receiving.

Sec. 66. Regular crews after finishing their run will not be required to do extra work if there are any extra men available. The Company will endeavour at all times to provide a sufficient number of extra men so that regular men will not be required to do extra work.

Sec. 67. Seniority lists of trainmen shall be postedu up every six months.

Sec. 68. All reliefs and extra work on District Three shall be assigned to District One man when available. When men are required permanently on District Three, applications will be called for, and preference given to District One man, if competent.

Sec. 69. Men working night runs will not be required to report for duty or to work runs until they have had eight hours rest, after the completion of their night's work.

SHOP AND BARN DEPARTMENTS.

Sec. 70. All mechanics and mechanics' helpers on night duty in mechanical department to receive 5 cents per hour extra over the rates paid for day work.

(*a*) All vacancies for day work to be filled by night men, seniority to govern.

Sec. 71. For all shop and barn employees and freight car repair department:

(*a*) Eight hours shall constitute a day's work.

(*b*) The working hours will be from eight a.m. to five p.m. with one hour off for lunch, between 12 noon and one p.m. for first five days in the week and from 8 a.m. to 12 noon on Saturdays.

(*c*) Night hours shall be from 11 p.m. until 7 a.m. with a half hour off for lunch, for six nights per week.

(*d*) Men required to work other than these specified hours to receive time and one-half for all time worked outside of these hours.

(*e*) All overtime to be paid at double time rates. Day work to be paid overtime after five p.m. the first five days of the week, and after 12 noon on Saturdays. All time worked on Sundays and holidays to be overtime rates.

(f) Night men required to work over eight hours to be paid overtime rates, also for the seventh night, when required to work, and overtime rates for all work done on holidays.

(*g*) As large a proportion as possible of the employees shall have their night off at week ends, and provision will be made that employees shall have their leave at week ends in turns.

(*h*) Emergency calls shall be paid not less than four hours time. Notice of emergency calls will be given as early as possible.

Sec. 72. Barnmen on transportation work shall do transportation work only.

Sec. 73. Any man called to work in outside places from his own shop or barn shall receive transportation, and be paid for the time going to and coming from such places, except in the case of a man being transferred from one shop or barn to another for a period of thirty-one days or more.

(*a*) Any man sent to Chilliwack to relieve barnmen there shall have all expenses paid.

Sec. 74. When men are called to places where food is not readily obtained they shall not be required to work more than six hours without meals being supplied by the Company.

Sec. 75. When men engaged in car barns are required to move cars outside of barns there shall not be less than two men in service on such car.

Sec. 76. In reduction of staff through slackness of work, last one, first off; last off, first on, and a man shall not be considered a new man in re-starting. Men in being laid off under this section shall leave an address with the Company. Not less than forty-eight hours notice of resumption of work shall be given by the Company to the men by mailing advice to such address. If men do not appear to resume their positions same shall be deemed to be vacated.

Sec. 77. Blacksmiths shall have own regular helpers when senior man is not laid off.

Sec. 78. Car repairers to be supplied with all tools. Carpenters to be supplied with machinists hammers and monkey wrench and bits for repair work when required.

(*a*) No man other than a carpenter shall be allowed to install glass in doors or windows or do any work pertaining to the body of a passenger car.

Sec. 79. All employees in mechanical staff who are unable to report for duty at specified time for good and valid reasons shall be allowed to start one-half or one hour later.

Sec. 80. Suitable lavatory, toilet and mess room accommodation to be provided.

Sec. 81. The Company shall appoint competent first said men to take charge of the first aid boxes at eachbarn and department.

Sec. 82. Heaters shall be installed inside each barn suitable for drying wet clothes. Each barn shall be heated between November 1st and April 30th each winter.

Sec. 83. All wrecking work shall be paid at the rate of time and one-half from time of leaving until return.

Sec. 84. Service as car cleaners to count on wage scale when cleaners are transferred to car repairing.

Sec. 85. Men who have served an apprenticeship or had four years or over experience in the separate trades or callings as described in the next twelve paragraphs shall be termed mechanics, and any man doing work which is generally accepted in Vancouver, New Westminster and Victoria as mechanics work shall be paid at the minimum rate of pay, and the Company will not employ semi-skilled men for mechanics work or have helpers do mechanics work or any part thereof.

Sec. 86. Men who have served an apprenticeship or had four years or over varied experience in the operation of lathes, planing, slatting, milling, shaping and tire-boring machines or other machine tools, and fitters who are capable of fitting up, assembling and repairing the various parts or details of engines or locomotives, stationary, marine or any kind of machine or machine tools, and vise work generally, shall be designated as machinists.

Sec. 87. Any man who has served an apprenticeship for four years or who has had four years varied experience at the blacksmith trade, and who, by his skill and experience, is qualified and capable of taking a piece of work and with the use of drawings and blueprints or from instructions can transmit work to successful completion within a reasonable time, shall be considered a blacksmith.

Sec. 88. Boys serving an apprenticeship to learn the trade shall be designated apprentices. Any boy hereafter engaging himself to learn any mechanical trade shall be over 16 years of age, and under 21; must serve not less than four years, and must be able to read and write English, and know the first four rules of arithmetic.

(*a*) The number of apprentices in the case of a machinist shall be one for the shop and one for each four machinists employed. Helpers will not be advanced to the work of machinists, and when used in connection with machinists work, will work under the direction of a machinist.

Sec. 89. Any man who has served an apprenceship of four years or over or who has had four years varied experience at the carpenter trade, and who by his skill and experience is qualified and capable of taking a piece of work, and, with the use of drawings and blueprints, or from instructions, can transmit such work to successful completion within a reasonable time, shall be considered a carpenter.

Sec. 90. Any man who shall prove qualified to make satisfactory carpenter repairs to freight car bodies of any class, steel frame work excepted, wherein skill required for joiner or cabinet work is not necessary, and who can perform same within reasonable time, shall be considered a freight carpenter.

Sec. 91. Any man who has served an apprenticeship of four years, or who has had four years varied experience at the painters' trade, and who by his skill and experience is qualified to mix and blend paint to colors required by specifications, or otherwise, and whom can perform successfully within a reasonable time the work usually performed by a skilled painter shall be considered a painter.

Sec. 92. Any man who can prove his qulifications to satisfactorily apply paint to freight car bodies and work of this class and who can perform same within a reasonable time shall be considered a freight car or rough painter.

Sec. 93. Any man who by his qualifications can satisfactorily clean work preparatory to being painted, and also apply paint in a satisfactory manner to parts of car not requiring high grade or varnish finish, such as floors, outside roof, bottom of car, window guards, fenders and piping, shall be considered a brush hand.

Sec. 94. Any man who has full knowledge of all pertaining to mechanical side of air brake equipment and capable of repairing any part of same, shall be considered an air brake fitter.

Sec. 95. Any man who has full knowledge of all pertaining to the wiring of electric cars, and is able to locate and repair all electrical trouble on electric cars and motors, shall be considered a car wireman.

Sec. 96. Any man who is qualified by his skill and experience to satisfactorily repair motor armatures and rewind same shall be considered an armature winder of one of the classes mentioned below, depending upon the number of years service he may have given in any armature room of recognized standing:

First class—One who has served four years or more in an armature room.

Second class—One who has served three years or more in an armature room.

Third class—One who has served less than three years in an armature room.

Sec. 97. A blacksmith's helper shall be permitted to have a fire after he has worked two years continouusly in the shop where he is employed provided there is a vacancy; seniority and competency to govern such advancement. An advanced helper shall agree to work for a term of three years, and each year shall receive an advance of 3c per hour, but not to exceed the minimum rate paid to blacksmiths. After three months trial should he prove incompetent, he may be reduced to helper. It will be the duty of foreman to advance apprentices and advance helpers in all branches of their respective trades. The number of advanced blacksmith helpers of blacksmith apprentices shall not exceed the rate of one to five blacksmiths.

PART SIX.

TRACK MAINTENANCE DEPARTMENT.

Sec. 98. The term track maintenance men means employees who take their orders from the roadmaster and whose duties are to maintain the track in safe condition for operation. This definition to include extra gangs.

Sec. 99. Eight hours shall constitute a day's work. The hours to be from eight a.m. to five p.m. with one hour off for lunch, the first five days of the week, and from eight a.m. to 12 noon for Saturdays.

Sec. 100. In the event of day gangs being required to do night work for a period of two nights or less, they shall not on that account be compelled to lose a day prior to the commencement of that night work, and they shall be paid overtime rates for the two nights.

(*a*) When a day gang is required to work three nights or more in succession, it shall be considered to have been transferred to night work, but shall be paid at overtime rates for the first night's work.

(*b*) Gangs on steady night work to receive 5 cents per hour extra.

(*c*) Provided that the foregoing shall not apply to extra men taken on for emergency work in connection with snow trouble.

Sec. 101. Men required to work after five p.m. to get time and one-half until ten o'clock and after ten o'clock, double time until relieved.

(*a*) If called out before eight a.m. to get double time until eight.

(*b*) Double time will be paid for all work done on Sundays, holidays and Saturday afternoons.

Sec. 102. If called out for emergency or night work men shall be paid not less than four hours' time; no man to be required to work for a longer period than six hours without meals being provided by the Company.

Sec. 103. Section houses to be provided on each section.

Sec. 104. Seniority list of maintenance of way men to be kept by the Company. If through slackness of work a layoff becomes necessary men shall be laid off in the following manner: last on, first off; last off, first on.

When men are needed Sec. 76 to apply in so far as it relates to notices being sent for resumption of work. Provided that in moving men from one gang to another gang preference shall be given to married men, so that they shall not be moved farther from their home. A separate seniority list shall be maintained for Dist. 2 men.

Sec. 105. All vacancies for promotion among track maintenance men to be bulletined. Night watchmen to be appointed from maintenance of way men on maintenance of way work, seniority to govern.

Sec. 106. If men are taken from shops to do blacksmith work or blacksmith helpers work on maintenance of way, they shall receive regular shop schedule wages.

Sec. 107. Men to be paid time for assembling points to and from work.

PART SEVEN

FREIGHT SHED, BAGGAGE ROOM AND STATION AGENTS

Sec. 108. Freight shed and baggage room, eight hours to constitute a day's work; hours to be from eight a.m. to five p.m. with one hour off for lunch.

Sec. 109. Layoffs to be governed by Sec. 76.

Sec.110. All overtime to be paid at the rate of time and one half until ten p.m. and double time thereafter until relieved from duty..

(*a*) All time worked on Sundays or holidays to be paid double time, each man to work in turn.

Sec. 111. Baggage room men shall have every second Sunday off.

Sec. 112. Station agents:

(*a*) Regular working hours per day shall be designated for each agent.

(*b*) Ten hours shall constitute a day's work for all agents, for six days per week.

(*c*) Sunday hours shall not exceed one-half hour for attendance on each regular passenger or express train.

(*d*) Agents required to work outside of regular assigned hours shall be paid overtime for such work at the rate of time and one-half, based on schedule rates for a 25 day month, any portion of an hour less than 30 minutes not to count, any portion of an hour 30 minutes or over to count as one hour.

(*e*) Agents required to work over ten hours per day will be paid overtime at the rate of time and one-half for all time worked in excess of ten hours.

(*f*) All agents will be allowed sixty consecutive minutes for a meal between the hours of 11 K to 13 K.

(*g*) Overtime tickets will be sent in by agents to the proper officials and if overtime is not allowed, agents will be notified in writing within ten days, setting forth the reasons for time not being allowed.

(*h*) All agents will be relieved for two whole days per month, without loss of pay. Sec. 12 of the general agreement to apply to agents for annual holidays.

(*i*) All agents will be furnished with dwelling houses, fuel and light free.

(*j*) Where agents are required to attend switch lamps, they will be paid four dollars per month extra for six or less lamps and fifty cents additional for each lamp in excess of six.

Sec. 113. Bridge and Building Master's department to be included for hours of work and overtime rates same as mechanical department, for these men employed on renewals, alterations and maintenance. Sec. 76 to apply to this Department to govern layoffs.

Sec. 114. Where the word "Holidays" appear in this agreement it shall be deemed to mean New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas.

Report of Board in Dispute between B.C. Electric Company and Western Power Company and Electrical Workers

A REPORT was received from the Boards established to deal with a dispute concerning wages and working conditions between the British Columbia Electric Railway Company, Limited, operating at Vancouver, Victoria, and New Westminster, and its electrical workers; and the Western Power Company of Canada, Limited, of Vancouver, and its electrical workers. The Board was composed as follows: the Honourable Mr. Justice W. A. Macdonald, of Vancouver, chairman, and Mr. F. Buscombe and Mr. T. J. Coughlin, also of Vancouver, all appointed by the Minister of Labour, with the consent of the parties.

The report was unanimous. In this case the employees ceased work after the Board had been appointed. The Board, after an attempt to avert the strike, which was later adjusted, simply reported the situation.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the British Columbia Electric Railway Company, Limited, and the International Brotherhood of Electrical Workers through the Pacific District, Council No. 1 of the Third District of the International Brotherhood of Electrical Workers, and in the matter of differences between the Western Power Company of Canada, Limited, and its electrical workers, members of Local Union No. 213 of the International Brotherhood of Electrical Workers.

To the Honourable T. W. Crothers, K.C.,
Minister of Labour,
Ottawa, Canada.

Boards of Conciliation and Investigation were constituted in these matters, consisting of the Honourable Mr. Justice W. A. Macdonald, chairman, appointed by the Minister of Labour; Mr. Frederick Buscombe, representative of the company, and Mr. Thomas J. Coughlin, representative of the employees, appointed by the Minister of Labour.

After the Boards entered upon their duties it was found that the differences between the two companies and their electrical workers, being practically the same, could be dealt with together. It was understood that the em-

ployees did not desire to take part in the proceedings before the Boards. Mr. E. H. Morrison, their business agent, was notified of the first sitting of the Boards and appeared simply as a spectator. This meeting was held on Saturday, the twenty-ninth of June, 1918. It was apparent that the parties were not ready to proceed and it was intimated that the employees might go on strike at the close of the following day. It was pointed out by Mr. Morrison that if a strike occurred, and later on an adjustment of wages took place, the employees might not be entitled to such wages during the period of the strike. It was arranged, and the companies undertook, that if the employees refrained from striking, the wages rate finally determined would be retroactive and payable in the meantime. The chairman also referred to the fact that it was illegal to strike until the Boards of Conciliation had made their report and asked Mr. Morrison to communicate this fact to the parties he represented. The Boards then adjourned until Wednesday, the third of July. In the meantime, on Monday, the first of July, the newspapers announced that at a meeting held the previous evening the electrical workers, in conjunction with the street railway employees, had resolved to go on strike at the close of that day. A meeting of the Boards was immediately called to avert such strike as it would apparently destroy transportation, light and power throughout the cities affected. The meeting was well attended by representatives of the employees and discussions took place at length to effect a settlement. The fact was not disguised, on the part of the employees, that it was their intention, even in the face of the statute, to go on strike in accordance with their resolution unless their demands were complied with in their entirety. The meeting was without avail.

At the adjourned meeting of the Boards, on the third of July, the situation was discussed and the chairman referred to his inability to find any precedent for a Board of Conciliation continuing to perform its duties, after a strike had occurred during its proceedings. However, it was deemed advisable, even under such circumstances, if possible, for the Boards to act further, in an endeavour to carry out the intention of the Act. The difficulty presented itself that the companies could not give assistance in support of the matters in dispute, because their superintendents, and other members of the staff, who were conversant with the question, were then engaged in manning the plant and providing light and power. Mr. Morrison, on his part, was ready to proceed with the evidence, but it was useless to only hear one side of the question, as the strike had completely altered the situation. It then appeared to us that any efforts in the direction of conciliation might be fruitless. It was impossible, without evidence, to express any opinion on the merits of the application or make any recommendations. We then adjourned *sine die.*

The street railway strike continued and the power and light necessary for the public was supplied through the work of superintendents and other officials of the companies interested; but eventually a settlement was arrived at, in which we understand the demands of the employees were fully conceded. We feel that we cannot do anything further in the matter and thought it well to simply report the situation.

(Sgd.) W. A. Macdonald,
Chairman.

(Sgd.) Frederick Buscombe,
Representative of Companies.

(Sgd.) Thomas John Coughlin,
Representative of Employees.

Dated at Vancouver, this nineteenth day of July, 1918.

Report of Board in Dispute between the Corporation of Victoria, B.C., and Civic Employees

A REPORT was received from the Board established to deal with a dispute concerning salaries and wages between the Corporation of Victoria and its civic employees. The Board was composed as follows: Mr. W. E. Burns, of Vancouver, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other Board members; Mr. R. F. Taylor and Mr. James Dakers, of Victoria, appointed on the recommendation of the employers and employees respectively.

The report was unanimous and contained certain recommendations as to the settlement of the dispute and was accompanied by a proposed schedule of wages.

The dispute was adjusted accordingly.

Report of Board

Victoria, B.C., 19th July, 1918.

To The Honourable Minister of Labour,
Ottawa, Canada.

Sir:

We, the undersigned, Rowland Fennings Taylor, James Dakers and William Ernest Burns, being the Board established under the Industrial Disputes Investigation Act, 1907,

with reference to the dispute between the Corporation of Victoria, Employer, and certain of its Employees, being members of the Civic Employees Protective Association, sat for the hearing of evidence in respect of said dispute, commencing on the 8th day of July, 1918, continuing sitting throughout the week, reconvening on the 17th instant for the conclusion of evidence and consideration of our award. At the request of the City, the scope of the work of the Board was extended to include all employees of the City, outside of the Association.

The case of the Association was set out in the Association's letter, dated 18th May, 1918, and the City's reply in a letter to the Board by the Mayor, dated 5th July, 1918, together with the Estimates By-Law of 1918. The case of the employees was presented to the Board by representatives of the Association and was not confined to Association Members, but dealt, generally speaking, with the employees as a whole. Amplifying the evidence thus obtained, the Board called different employees as witnesses and investigated the different departments of the City sufficiently, in the opinion of the Board, to justify the conclusions the Board has arrived at.

Courtesy and every facility was accorded the work of the Board in its requirements by all the Civic officials involved, from the Mayor down.

In February, 1915, deductions were made in the then prevailing salaries of the civic employees and officials, ranging from five per cent to 20 per cent and more. Since that time action in respect of wages and salaries has been irregular, in some cases the amounts paid before the reduction had been restored, in other cases the reduced salaries had been increased, and in still others there has been no change in the reduced amounts. The filling of some of the higher positions by promotion has introduced a certain difficulty in dealing with individuals and individual positions. In its conclusions the Board has sought to leave unchanged as much as possible the comparative positions of the respective employees, having regard to present salaries and those prevailing before the reduction. Where an adjustment has been made, such has been made by the Board unanimously after careful consideration of applicants facts.

The Board has not felt justified in investigating exhaustively the work of each employee in his Department and the work of each department in regard to efficiency and results, but it is of the opinion that the City has been and is being well served by its officials in the face of conditions as to salaries and wages which would make for the opposite. Where in the same classes of employment outside the City and in other classes increases of pay from time to time have necessarily been brought about during the last three years because of the changes in the cost of living, these have not occurred in the City, except slight increases in the case of the daily wage men, and also except the cases of the Fire and Police Departments, which departments are not within the scope of this investigation.

Subject, of course, to the fact already mentioned, that an expert investigation has not been made of each Department, the Board found in its dealings with the City Hall Staff and those having to do with the outside work whom it interviewed marked loyalty and evident efficiency.

The Board found evidence of the evils of the municipal system at present in vogue in Canada, mainly exemplified by the direct control over individual employees by the Council without regard to the head officials of the respective departments. This was apparently accentuated in the irregular manner in which employees were dealt with since the percentage reduction, which was made upon a graduated scale. While the Board does not deem the discussion or conclusion in respect of the general municipal system within its province, it feels justified in making the comment in this case, that the respective heads of the various departments should have some definite control or authority in respect of the salaries paid, both comparative and otherwise, and over dismissals and appointments. The head officials should be, of course, responsible to the Council.

The Board found no settled conditions governing increase pay for merit and length of service. A salary By-Law was passed by the City Council in 1913 which set out a scheme of yearly pay increase until a maximum was reached for each position. This By-Law was not registered, and consequently did not become effective. It was, in the opinion of the Board, a step in the right direction and action by the City in this respect would be productive of the best results in efficiency, loyalty and economy.

The Board also feels that the City Government would be well advised if a compulsory pension fund were established. The general beneficial results of such a step are so well known and credited that it is not necessary to refer to them.

The existence of these incidents in respect of any body of civic employees, apart from engendering an efficiency and being really economical, makes it possible in stressful times for the City to call for and receive willing sacrifices on the part of the employees. Their absence makes for the contrary. The Board feels that the curtailment of pay, generally speaking, which has been imposed upon the civic employees by the City and continued, was received and has been endured in a most admirable manner by the employees as a whole, and can only be explained by the presence of loyalty and work interest to a mark degree. In many cases it has meant the receipt of wages and salaries less than would cover the cost of living necessities, having regard to the position in the community held by the recipients.

The principal position taken by the City, as set out in the Mayor's letter above referred to, is that the City's financial condition does not warrant payment of increase in wages and salaries. This means that the City's revenues from taxes and other sources have not been, up

to the present, sufficient to enable the City to pay its help adequately, in the Board's opinion, for the services rendered. Some classes of workers, those engaged in trades, have approximated in their wages the wages paid in the same trades outside of the City employment. This is also evidenced in the changes of rates in the Fire and Police Departments. The reason for this is obvious, and the result has been that the other City employees have borne the greater burden since the 1915 reduction.

The Board has given the City's position in this respect careful consideration. It realizes that, as is the case in most other municipalities, the rate of taxation imposed is very difficult to determine satisfactorily, because of the large percentage of taxes which are not paid at all, and of the fact that the exact percentage of unpaid taxes each year in the nature of things must be problematical at the time the rate is struck. This condition, however, has continued for some years now, and must be taken to be capable of being dealt with in the Estimates. From the City's position it must follow that any substantial increase in wages and salaries will mean an increase in the taxation rate. After giving this matter the fullest consideration and with every regard for the City's position, the Board has concluded that the Employees are entitled to increased pay, the increase being more or less substantial. The rate for this year has not yet been struck and this fact relieves the Board from the necessity of contemplating the results of such increases in view of the revenue for this year being already fixed.

The other points raised by the Mayor's letter have to do with the conditions existing in 1915 at the time of wage reduction. He states that owing to the cessation of most public works, the City Staff was over-manned and that a large proportion of the wages paid previous to the reduction were the same as those paid during the period of extreme activity in 1910, 1911, 1912, when conditions were in every way different from those in early 1915. These points were undoubtedly influencing factors in the making of the reductions; the more so in the manner in which the reductions were received by the employees. The Board feels, however, that conditions have so changed in the intervening period in regard to the cost of living that such increases over the reduced rates as have been made were and are inadequate, and this apart from the inequalities created by the manner in which such increases were made.

The Mayor further states that the City Staff, although considerably reduced in its personnel, in at least some instances has not been reduced to the same extent as that a private individual suffering from curtailed finance in his own business would reduce. With reference to this point, as also the statement that the City Staff was over-manned at the time of the reduction, the Board feels that comment should be made. The testimony of Mr. Stewart and Mr. McNeil, Mayor and Chairman of the Finance Committee respectively in 1915 and 1916, was taken by the Board, and the testimony of various officials in the different departments. From the circumstances brought to the attention of the Board in this way and by observation, the Board concludes that in no one instance could the witness have any apparent reason for misstating or colouring the position. From the Board's observation none of these witnesses are of a character which would lend itself to criticism. As a result, the Board has arrived at the general conclusion that at the present time the staffs of the various departments are undermanned rather than over-manned. The curtailment in 1915 had to do with the reduction, not only of pay, but also of numbers. The personal element was apparently not considered as suggested. Dismissals as well as reduction in pay were drastic, and made with the sole object of reducing the City's civil list to the minimum in every department. At the present time combined positions are held in cases and assistants dispensed with. Some of the Departments are not kept up to date, and records which should be on paper are in the heads of respective employees. The Board does not pass any criticism in respect of this position, for it is caused by the unsettled conditions which obtain at present. The point has been dealt with because it has been raised and it has a bearing upon the Board's deliberations with reference to increasing or not increasing wages and salaries. In this connection the Board desires to say that the loyalty and efficiency of the personnel of the respective staffs were, in the opinion of the Board, again in evidence in meeting the situation. The only reservation the Board makes in this connection is that a complete detailed investigation above referred to was not made, therefore there may be isolated cases to which the above remarks may not apply, but the Board's impression is to the contrary.

The claims of the employees include the claim that any increased pay which may be awarded should be retroactive to the 1st January, 1918. In support of this claim have been shown to the Board the activities of the employees since November, 1917, in striving for action on the part of the City Council. These facts, taken with the various conditions which the Board has found as above referred to, have led the Board to the conclusion that some substantial effect should be given this claim. The Board therefore awards the scale of wages and salaries which it has settled upon as at the 1st day of April, 1918. In the case of the Electrical Workers this shall only apply to the extent of the rates as established by B. C. Telephone and B. C. Electric current agreements.

In deciding upon the pay increases, the Board has considered the cost of living as it applies to the respective classes of employees, the claims of the Civic Employees Protective Association, and the reduction of 1915, and the history of each class or individual since then as shown by pay increases. And it has also considered length of service and recent appointment in each case where it applies and the incidents of the employment such as permanency and favourable conditions. It has given careful consideration to the fact that in some cases a higher position is now held by a man who was a junior at the time

of the reduction. It has decided with reference to the salaried men that they should be restored substantially to the salaries obtaining before the reduction in February, 1915, and that the lower paid salaried men should receive a 10 per cent addition to that restored rate. The Board has also had reference to the wages and salaries paid by the City of Vancouver in cases where the Board has felt a safe comparison can be made.

The Medical Health Officer, the City Solicitor and the City Engineer have received separate treatment at the hands of the Board. The salaries paid those officials before the reduction were large and their reductions were at a greater percentage than any others. The Board feels that the City's position has a more apt application possibly in their case than in any others, and the amounts awarded are the results largely of that feeling. This also applies with reference to the head assistants in the Engineer's Department. The figures of the Board in these instances may be capable of merited criticism, but the Board thinks that in the circumstances it could not force the City any larger amounts at the present time.

In the case of the Wiring Inspector who has been reduced to half pay, $52.50 per month, owing to the work being less, the Board considers that he should be restored to full pay. The principle applied, in the opinion of the Board, is not sound, but in this particular case the action cannot be supported. The employee has no means of augmenting a wage which he cannot live on. Either the services of the officer should be dispensed with, or it be paid for in the ordinary way. If the position must be self-supporting as a matter of policy, then the fees must be raised.

It will be seen that the base wage awarded by the Board is $3.75 a day, representing, in the Board's opinion, the minimum wage at the present time, having regard to the cost of living. The ascending scale bears relation thereto and in the Board's opinion the scale settled should be subject to raise or reduction in accordance with definite rise or fall of the cost of living.

The Board decides that overtime in respect of daily employment should be paid as claimed, namely, time and half for overtime and double time for Sundays and holidays.

Schedule to this report is the scale of wages and salaries awarded by the Board.

The Exhibits produced to the Board are submitted herewith.

Respectfully submitted,

(Sgd.) R. F. TAYLOR.
(Sgd.) JAMES DAKERS.
(Sgd.) W. E. BURNS,
Chairman.

SCHEDULE OF WAGES AND SALARIES AWARDED

		Per month.
City Clerk's Office:—		
W. J. Dowler	City Clerk	$200.00
E. W. Bradley	Assistant City Clerk	150.00
Miss O'Rourke	Mayor's Secretary	70.00
F. Hunter	Clerk	50.00
Treasury:—		
J. L. Raymur	Comptroller	$250.00
E. C. Smith	Treasurer	200.00
J. Muirhead	Accountant	150.00
J. L. Grimison	Auditor	100.00
W. A. Hurley	Cashier	135.00
G. W. Andrews	Paymaster and Clerk	110.00
W. A. Lorimer	Tax Clerk	110.00
L. E. Gower	Tax Collector	100.00
J. F. Bel en	License Collector	99.00
W. Wright	Clerk	99.00
G. E. Davis	Clerk	99.00
R. Beggs	Clerk	99.00
H. Smith	Clerk	35.00
Miss Castleton	Clerk and Stenographer	80.00
Miss Dowker	Clerk and Stenographer	70.00
Weights and Measures and Public Market:—		
A. G. Robertson	Inspector	$100.00
Janitor:—		
E. Davies	Janitor	$103.50
Assessor's Office:—		
W. Northcott	Assessor, etc	$200.00
W. Scowcroft	Assistant Assessor	135.00
Geo. McIllmoyle	Clerk	110.00
Store:—		
A. E. Mitchell	Storekeeper	$100.00
Home for Aged and Infirm:—		
J. McIntosh	Superintendent	$80.00
T. Burke	Cook	15.00
Public Market:—		
F. Collier	Weighmaster	$80.00
Cemetery:—		
E. Brandon	Keeper	$99.00
J. Fisher	Assistant	88.00
F. Rampley	Assistant	88.00
Wiring Inspector:—		
J. A. Daly	Wiring Inspector	$100.00
Pound:—		
H. Atkinson	Pound Keeper	$100.00
Engineer's Department:—		
C. H. Rust	City Engineer	$350.00
F. M. Preston	Assistant Engineer	175.00
A. O'Meara	Surveyor	160.00
R. Foulis	Accountant	110.00
Miss Graydon	Eng. Secretary	80.00
J. McIndoe	Cost Data Clerk	110.00
T. R. Purdy	Park Superintendent	130.00
F. Taylor	Carpenter	99.00
H. F. Shade	Plumbing Inspector	150.00
Miss Griffiths	Clerk	60.00
A. Gough	Assistant	99.00
Waterworks:—		
Thos. Preece		$50.00
E. Macdonald	Foreman	150.00
A. Borde	Collector	135.00
W. Engelhardt	Cashier	110.00
J. Walker	Clerk	99.00
F. Shilling	Clerk	93.50
T. Bayley	Clerk	93.50
Miss Moir	Clerk	65.00
Miss Porter	Clerk	45.00
Miss Morton	Clerk	45.00
J. Walker	Meter Reader	93.50
S. McGowan	Meter Reader	93.50
J. Byers	Patrolman	93.50
D. Lehman	Caretaker—Elk Lake	65.00
C. Pratt	Caretaker—Smith's	75.00

		Per month.
W. Campbell	Caretaker—Sooke	92.00
W. Duncan	Caretaker—Humpback	92.00
W. Speed	Patrol Flowline	77.00
A. W. Norman	Patrol Flowline	77.00
J. Cann	Bill Deliverer	88.00

Board of Health:—

Dr. Price	Med. Health Officer	$325.00
Thos. Lancaster	Sanitary Inspector	135.00
Geo. MacKenzie	Asst. Sanitary Inspector	100.00
Mr. & Mrs. Horold	Caretaker, Comfort Stn.	60.00
Miss Hardie	Matron, Isolation	100.00
Miss Cathcart	Nurse	60.00
Miss Thom	City Visiting Nurse	85.00
Miss Lamb	Clerk and Stenographer	60.00
C. Saunders	Janitor	15.00
Miss Lawson	Sec'y Friendly Help	65.00

Legal Department:—

R. W. Hannington	Solicitor	$350.00
Miss Scott	1st Stenographer	80.00
Miss Porritt	2nd Stenographer	65.00

Street Lighting:—

M. Hutchison	Superintendent	$250.00
T. Carson	Operator	121.00
J. Roberts	Operator	121.00
W. Reid	Repair Man	133.50
A. Gibson	Foreman Lamp Trimmer	133.50

Street Lighting:—

F. S. Widowson	Lamp Trimmer	109.50
J. Perkins	Lamp Trimmer	109.50
R. Lorrimer	Lamp Trimmer	109.50
A. McNaughton	Day Man	92.50

Linemen to be paid on basis of B. C. Telephone and B. C. Electric agreements covering 2nd class Stations.

OUTSIDE EMPLOYEES

Parks:—

Foreman	$4.50 per day.
Nurseryman	4.50 "
Labourers	3.75 "
Carters	3.75 "

Boulevard Maintenance:—

Foreman	4.50 "
Labourers	3.75 "

Rock Crushing and Blast:—

Foreman	5.00 "
Drillers	4.50 "
Labourers	3.75 "

Sewer Construction and Maintenance:—

Foreman	5.00 per day.
Pipe-Layers	4.00 "
Labourers	3.75 "

Sidewalk Construction:—

Foreman	5.00 "
Cement finisher and repairer	4.25 "
Labourers	3.75 "

Street Maintenance and Cleaning:—

Foreman	$125.00 per month
Labourers	$3.75 per day.
Carters	3.75 "
Tending pumps	4.00 "

Plank Walks:—

Carpenter	4.50 "
Rough Carpenter, 1st	4.25 "
Rough Carpenter, 2nd	4.00 "

Removal of Garbage and Stables:—

Foreman and Supert. Stables	$125.00 per month.
Truck Driver	99.00 "
Sub-Station Men	88.00 "
Labourers and Carters	3.75 per day
Ploughmen and Teamsters	3.75 "

Blacksmith Shop:—

Foreman	5.50 per day.
Blacksmith	4.75 "
Mechanic	4.75 "
Painter	4.50 "
Floorman	4.00 "
Truck Driver	4.00 "
Roller Engineer	5.50 "
Tool Sharpener	4.50 "
B. S. Truck Driver	4.00 "

Paving Plant:—

Foreman	5.00 "
Tankman	4.00 "
Night Watchman	3.75 "

Water Works:—

General Foreman	$140.00 per month.
Pipe Fitters	4.50 per day.
Meter Repairer	4.50 "
Hydrant Inspector	4.25 "
Mechanic and B. S.	4.75 "
Outside Meterman	4.00 "
Caulkers	4.25 "

Miscellaneous:—

Rod and Chainmen	4.00 "

(Sgd.) R. F. Taylor.
(Sgd.) James Dakers.
(Sgd.) W. E. Burns,
Chairman.

Report of Board in Dispute between the Toronto Street Railway Company and Machinists

A REPORT was received from the Board established to deal with a dispute concerning wages and working conditions between the Toronto Street Railway Company and its machinists. The Board was composed as follows: His Honour Judge R. Ruddy, Junior County Judge of the County of Ontario, Whitby, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other Board members; Mr. H. H. Dewart, K.C., and Mr.

F. Bancroft, of Toronto, appointed on the recommendation of the employers and employees respectively.

The Board made certain recommendations as to the settlement of the dispute, which were accepted by both parties. A minority report was presented by Mr. Dewart.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Toronto Street Railway Company, employer, and its machinists, employees, being members of the International Association of Machinists.

To the Honourable T. W. Crothers, K.C.,
Minister of Labour.

The Conciliation Board appointed by you to investigate this dispute have, at a time and place agreed upon in the city of Toronto, been in session and were attended by Mr. Harry Harper, International officer of the machinists' organization, and James Brent, representing the men; F. L. Hubbard, assistant manager of the Toronto Street Railway Company; D. C. Deacon, foreman of the machine shop, representing the company. In addition the following witnesses were called and examined by the company's representatives:

J. G. Merrick, secretary of the Toronto Employers' Association.

T. Bates, general superintendent of the Canadian Allis-Chalmers.

W. R. McCrea, master mechanic of the Toronto Street Railway Company.

C. Kelso, master mechanic in the Stratford shops of the Grand Trunk Railway Company.

W. H. Randall, superintendent of the waterworks of the city of Toronto; and the following were called by the men's representatives:

P. C. Young, a Toronto employer of machinists.

Alderman Joseph Gibbons, business manager and treasurer of the Toronto Street Railway's Union.

J. H. Nichols, foreman mechanic of the Canadian Pacific Railway shops, North Toronto.

The dispute seems to be confined to the question as to what rate of wages, hours of labour and other conditions should prevail in the machine shop of the Toronto Street Railway Company. It is admitted by the company's representatives that all the men involved are machinists, doing machinists' work. It is also admitted by the company's representatives that these men are qualified machinists, as generally understood by the trade.

Every opportunity and effort were made by the Board to give opportunity to both sides to reach an amicable settlement. It was found necessary, due to the sharp disagreement between the two parties over several important items to the controversy, to proceed with the taking of evidence, with a view to an award being made by the Board. This position was only arrived at after it was found impossible for the two parties to agree.

Considerable evidence was submitted by both sides covering the question of wages, hours, overtime, general conditions, and as to the cost of living.

The company's representatives sought to show that the machine shop of the Toronto Railway Company was not one which could be compared with a machine shop connected with an industry producing commodities for sale. They also endeavoured to compare the machine shop in question with the roundhouses on the steam railways. The men's representatives, on the other hand, sought to prove that the machinists employed by the Toronto Street Railway Company were doing general machine work for the Toronto Railway Company, and also subsidiary companies associated with it, and also doing machine work for other parties distinct from the Toronto Railway Company.

The most careful consideration has been given to the mass of evidence submitted, and a thorough analysis made of the whole situation. The members of the Board who sign this award are convinced that the men's representatives have established by the evidence adduced that:

First—That the men involved are qualified machinists.

Second—That the standard minimum rate in the city of Toronto for machinists is 55 cents per hour.

Third—That the standard working day for machinists in Toronto is nine hours, and that overtime rates prevail after a regular working day of nine hours for five days per week, and half a day on Saturday.

The company's own witnesses to some extent corroborated these claims. It was established by witnesses for the company that the men in the machine shop of the Canadian Pacific Railway and Grand Trunk Railway enjoy a nine hour day and general overtime rates.

In view of all the evidence which has been submitted, and the most careful consideration given to it, and all the claims made by the company for special treatment by virtue of their charter, the Board recommends the following as terms of employment for the men involved, which ought to be satisfactory to both parties:

1. That the minimum rate of wages shall be 55 cents per hour.

2. Nine hours shall constitute a day's work, for the first five days of the week, and four and one-half hours on Saturday, to be worked as follows: From Monday until Friday inclusive, hours to be worked must be between 7 a.m. and 5.30 p.m., and on Saturday between 7 a.m. and 12 noon.

3. All hours worked in excess of this shall be overtime and paid for as follows: From the end of the regular working day until 10 p.m. on the first five working days of the week, at the rate of time and a half. After 10 p.m. at the rate of double time, until workman is finished and goes off duty.

4. On Saturday time and a half shall be paid for 4½ hours after one-half of the regular day has been worked and then double time until workman leaves duty.

5. Double time shall be paid on Sundays and the following holidays: New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day, and in cases when the holiday falls on a Sunday the overtime rates shall be paid on the day on which the holiday is observed.

6. No man shall suffer a reduction through the adoption of the foregoing rates.

7. If any grievance arises between the parties to this contract, the company shall receive a committee of their machinists, and, if possible, to adjust such grievance.

8. In case of a disagreement over the interpretation of this schedule, there shall be no cessation of work until negotiations between the highest representatives of both parties shall have failed to come to an understanding.

9. No discrimination shall be shown against shop committees elected by the men to transact their business.

10. This award shall remain in force for one year, beginning on the first day of June, nineteen hundred and eighteen, unless 30 days' notice be given by either party of a desired change.

11. While this award is retroactive to June 1, and the machinists have been working 10 hours per day during June, we recommend that the tenth hour from June 1 to July 4 be paid at straight time, and after July 4 overtime rates prevail as herein before recommended.

(Sgd.) Robt. Ruddy,
Chairman.

(Sgd.) Fred. Bancroft,
For the Men.

Dated at Toronto, this fourth day of July, 1918.

Minority Report

Toronto, July 3, 1918.

Hon. T. W. Crothers,
Minister of Labour,
Ottawa, Ont.

Dear Sir,—

Re Industrial Disputes Investigation Act, 1907, and *re* differences between the Toronto Street Railway Company and certain of its employees, being machinists and specialists, etc., members of the International Association of Machinists.

I beg to submit my report and recommendation in this matter. Your Board, consisting of His Honour Judge Ruddy, Mr. Fred. Bancroft and myself, have held a number of sittings, have heard the evidence of a number of witnesses and listened to very able presentations of the case by Mr. Harper for the machinists and by Mr. Hubbert for the company. We are unable to agree as to the recommendations that should be made.

The nature and cause of the dispute is stated in the application made to your Department as being for "a recognized nine hour day for five days a week and five hours on Saturday"—"overtime rates of time and half, and double time for Sundays and holidays." Also a minimum rate of 55 cents for machinists and 45 cents for specialists.

In support of these claims the efforts made by the parties concerned to adjust a dispute are outlined and references made to the schedule of rates of wages and hours for 1918 which has been adopted by other employers of labour engaged in industrial work. It is quite clear to me that this schedule is referred to and was served upon an officer of the company for the purpose of considering clauses one to eight, both inclusive, which would affect the matters in dispute in regard to which demands have been made which have not been granted. While this document was filed with us no evidence whatever was given in support of it so far as clauses 9 to 19, both inclusive, were concerned, and they are not within the purview of the reference that was made to your Board. It was distinctly understood that the reference related to the wages, etc., of an approximate 20 machinists in the employ of the company. No difficulty was experienced as to the grading of these men or the definition of the word machinist. The so-called "specialists" were not qualified machinists, but only performed some special operation in which they have developed considerable skill, were not made the subject of consideration, and no evidence was offered with reference to them or as to apprentices, or as to any other of the matters referred to in clauses 9 to 19, both inclusive, of the schedule referred to.

Four items are clearly in dispute in regard to which the Board's recommendation should be made under Section 26 of the Act:

(1) The minimum rate of wages per hour;

(2) The hours of labour per day;

(3) The question of week-day overtime, time and half;

(4) Double time for Sundays and holidays;

(5) The period during which any settlement should continue and a date when it should commence.

(1 and 2.) As to the rate per hour and the number of hours per day. These two matters are so correlated that they should fairly be considered together. The machinists base their claim upon the concession made by a large number of employing firms and corporations in February of 1918, under which machinists were conceded a minimum rate of 55 cents per hour both night and day—49½ or 50 hours per week—being practically a nine hour day. Evidence was offered to show that while this was the accepted wage, and a nine hour day in most shops in which machinists were employed, that they were with few exceptions shops in which the industry was one where the added cost of labour was always included in the cost of production and so formed part of the added cost of the manufactured product. It was contended that so far as the railway company was concerned it stood in a different position, having a fixed tariff of fares by statute and being unable by any addition to its tariff to compensate for advances in the rate of wages.

The evidence showed that so far as the Grand Trunk Railway Company was concerned their minimum rate was 43 cents per hour, which Mr. Kelso testified was equivalent to 48 cents per hour actual average for guaranteed production. Mr. Nichols, machine shop foreman for the Canadian Pacific Railway Company at West Toronto, testified that the minimum rate of wages with their company for machinists was 43 cents an hour. Mr. Thomas Bate, of the Canadian Allis-Chalmers Company, formerly with the Canadian Pacific Railway, gave important evidence. It appeared that there were compensations coming to the men in certain branches of the Canadian Pacific Railway service, so that machinists actually made considerably higher wages than the minimum by reason of a semi-contract system for repairs. Having regard to the two branches of work in the Canadian Pacific Railway shops at Angus, Mr. Bate testified that the street railway company's machinists were more in line with the repairs shop of the running track, where the men worked ten hours a day, while there were men in the back shop who only worked nine hours a day. He did not think that a man working in a street railway shop should get the same pay as in an ordinary manufacturing shop, because the ordinary manufacturer can add the raise in wages to the cost of his product and the consumer pays the increase. He testified that they calculated on the increase in wages in figuring on a contract and that the street railway company should get an increased fare. This under the contract is, of course, impossible. This clearly affects the hours of labour. In addition, there is the fact that under the agreement made by the Toronto Railway Company with its employees last year the ten hour day is recognized and binding upon workmen who practically work alongside of the machinists who are now asking the nine hour day. This condition will continue until the existing agreement with the Toronto Railway Company's employees expires in June of 1919.

The high cost of living in Toronto and the increase that has been granted to machinists in shops where they are not working on the same conditions as in the Toronto Railway Company's machine shop must be taken into consideration as factors in the labour market so far as machinists in question are concerned.

I consider that the evidence justifies the Board in finding that the fair settlement of the questions, both of wages and of the hours of labour, will be:

That the approximately 20 men who are involved, or those who take their places as qualified machinists, shall receive as a minimum rate of wages 55 cents per hour.

That nine hours shall constitute a day's work for the first five days of the week and five hours on Saturday.

(3 and 4.) The conditions under which the Toronto Railway Company operates its service make it entirely different from an ordinary manufacturing or industrial concern. The railway service is operated continuously day and night—week day—Sunday and holiday—alike at a fixed schedule of fares, which is reduced during certain hours of every day and on Sunday.

Upon the question of overtime I am therefore of the opinion that, conforming to the existing conditions in the Toronto Railway's service, the following will be a fair adjustment:

That all hours worked in excess of nine hours per day shall be considered as overtime and paid for the tenth hour at a rate not less than the minimum flat rate of 55 cents per hour.

On Sundays and holidays upon the same scale as upon week days, subject to the provision that no man shall be required to work more than six days in any one week.

That the terms of the award shall be accepted for a period of one year from the first June, 1918, and be binding upon both parties.

Yours faithfully,

(Sgd.) H. H. DEWART.

Report of Board in Dispute between Canadian Pacific Railway Company and Dining Car Employees

A REPORT was received from the Board established to deal with a dispute concerning alleged discrimination against the union and the replacing of white employees by negroes imported from the United States between the Canadian Pacific Railway and its dining car employees of the Western Division. The Board was composed as follows: the Honourable Mr. Justice W. A. Macdonald, Vancouver, chairman, appointed by the Minister of Labour in the absence of a joint recommendation by the other Board members; Mr. Victor R. Midgley, Vancouver, appointed on the recommendation of the employees, and Mr. E. A. James, Vancouver, appointed by the Minister in the absence of a recommendation from the company.

The Board's report found that while coloured men were brought into Canada by the company for use on dining cars in place of white employees the change was not an act of discrimination against the union. A minority report was presented by the nominee of the employees.

The report was not formally accepted by either party, but the enquiry is understood to have had a beneficial effect and no cessation of work was reported.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of the differences between the Canadian Pacific Railway and its Dining Car Employees on the Western Division.

To the Honourable T. W. Crothers, K.C.,
Minister of Labour,
Ottawa, Ont.

A Board of Conciliation and Investigation was constituted in this matter, consisting of the Honourable Mr. Justice W. A. Macdonald, chairman, appointed by the Minister of Labour, Mr. Victor R. Midgley, representative of the employees and Mr. E. A. James representative of the Company, appointed by the Minister of Labour.

The majority of such Board expresses a regret that there could not be unanimity in the conclusions, and begs to report as follows:

In the application for a Board, the nature of the dispute was stated to be: That white employees of the Dining Cars, between Vancouver and Calgary, were being discharged by the company and replaced by negroes imported from the United States and that the employees applying for the Board were being discriminated against, because of their membership in the Brotherhood of Railway Employees. Although the complaint, thus outlined, is apparently two-fold, still, the gravamen of the dispute comes within the Statute and consists of the alleged dismissal or refusal to further retain, in the service of the company, this particular class of employees on account of such membership. It was not, and could not be conetnded, that there was any right or agreement on the part of the employees for continuous employment or that the company could not, without notice, discharge any, or all, of such employees at any time on due notice. It was thus a pure question of discrimination or otherwise, submitted to the Board for its decision. A number of discharged employees gave oral evidence and this was supplemented by affidavits and declarations to the same effect. The evidence established beyond a doubt, and it was practically uncontradicted, that in April, 1918, after officials of the Canadian Pacific Railway Dining Car Department on the Western Division were informed that the employees of the dining cars were becoming members of a Union, a further investigation was held and established the truth of the information. Those inquiries took place at Winnipeg, Calgary and Vancouver. It was found that a great number of such employees had joined this Union at Vancouver. Dealing particularly with Vancouver, Mr. Tingley, Superintendent of the Dining Cars at that point, had advised Mr. Matthews, his superior officer, that he proposed to find out all about the organization. He was instructed to go ahead and Mr. Matthews told him that the company did not want any such organization in the Dining Car Department and would discourage it all they could. This was the course pursued in interrogating the men upon coming to his office. Similar feelings of opposition to the Union were entertained and openly expressed by Mr. Fraser, superintendent at Calgary, and Mr. Simpson, superintendent at Winnipeg. Mr. Tingley was quite frank in his evidence in this connection. He admitted that he had done what he could to discourage

men from becoming members of the Union, though he would not discharge them for joining and that personally he had no objection to Unions, but in this instance he believed that the policy of the company was opposed to such a Union. He had years of experience with dining car employees and said that an organization which would include the stewards with waiters and cooks, and be linked together by bonds secret or otherwise, would be a handicap and destroy the discipline which was essential for proper service. The employees were told by Mr. Tingley, and other officials, that the company would not recognize the Union and that rather than do so it would either replace the white dining car employees with colored or Oriental help or employ women in their stead, or, as a last alternative, would do away with the dining cars altogether on certain portions of the line and arrange for eating houses. Before the company was called upon, or requested, to recognize this Union the situation changed and a large number of colored dining car employees were engaged and brought into Canada from the United States. They were distributed by the company over its Western lines, but practically took the place of all the white employees on that portion of the line between Calgary and Vancouver. While the dining cars running out of Winnipeg were only partially changed, so that now 50 per cent of such crews are manned by white and 50 per cent by colored employees, though in some cases the cars have white cooks and colored waiters. On its face, it would thus appear that the "discouragement" given by the superintendents to the white dining car employees not having proved effectual to dissuade them from joining or ceasing to be members of the Union, that the company had implemented its intentions by pursuing one of the courses indicated. The company contends that such a belief is not well-founded and that, as a matter of fact, it was simply following out a policy formulated in February, 1918, of introducing colored help. The events prior to, and surrounding, the interviews of April, 1918, are inconsistent with this being the true position of affairs. The change followed so shortly after the company, through its officials, had openly declared its opposition to the contemplated organization that one might fairly conclude that the change was not in pursuance with any settled policy in the interest of the company or its passengers, but resulted from the employees joining the Union. The change was one of those mentioned as likely to occur in the event of the organization being perfected and calling for recognition. While the change was rahter an important one, there is a lack of correspondence in connection with the policy stated to have been adopted until after the interviews took place with the employees in April. Then a telegram was produced showing an inquiry from Mr. Matthews to Mr. Tingley, as to obtaining colored help in Seattle. This was followed by a confirming letter, but neither documents referred to any previously settled policy being then brought into operation. It was suggested, as a reason for such policy not being clearly declared and made known, in advance of its actual introduction, that such publicity might cause disruption amongst the dining car employees and not impair the efficiency, but seriously affect, if not completely destroy, the service for a period at any rate. Then again it was pointed out that if the policy of introducing colored help had been decided upon in February, and was known to Mr. Fraser, the superintendent of the Dining Department at Calgary, in March, he would have informed the employees of such change as an event that would actually happen and not that probably might happen, when the summer traffic took place. A letter, however, from Mr. Fraser to one de Pasquale, of Seattle, showed that on the 19th of April, 1918, he was still desirous of obtaining white help, and it was not until the following month that he informed de Pasquale that coloured help was being utilized and that he need not come to Calgary to re-enter the company's service. It is worthy of mention that by the latter month the company, through Mr. Fraser, had been enabled to obtain very extensive colored help and it may have been greater than was expected. It was contended that there was proof of the discrimination because the colored help was almost entirely utilized at the Coast, where the membership was much stronger than in the Prairie Provinces, but it was stated that this course was in pursuance of the usual practice of railroads, where changes take place, to send the requisite supply of material, or men, as the case may be, first, to the farthest point. Then before a complete change from white to colored help took place, so as to affect the Prairie Provinces the same way as the Coast, the application for a Board of Conciliation was filed and the Company may have decided to comply with the Statute and not make any further changes until the report of the Board had been made. There are other presumptions which need not be enumerated, tending towards the conclusion that the change complained of arose through the course taken by the employees. If such presumptions stood alone and uncontradicted, they would, in our opinion, not only warrant the application being made for a Board on the ground of discrimination, but would bring us naturally to the conclusion that the complaint was well-founded. We are met, however, with the flat contradiction of Mr. Matthews, and the suggestion that the events thus following one another as they did were simply coincidents. He firmly denies the allegation that the employees replaced by

colored men were discriminated against through being members of a Union and swears that in fact there was no discrimination. In other words, that in pursuance of the policy decided upon in February, 1918, it was deemed advisable in May to inaugurate the change and most of the white employees, having no right to continued service, were consequently discharged from the dining cars upon receiving two weeks' wages in lieu of notice. It was shown that some of these were re-engaged, others promoted and a small number entered the service of the company in other employment. In considering the complaint, and the evidence to support it, we require to bear in mind that where certain events are proved to have occured and certain inferences are naturally and logically to be drawn therefrom, still, that these are only presumptions of fact and are always rebuttable. The question is, does this contraction of Mr. Matthews, corroborated by Mr. Fraser, offset and destroy such presumptions. The burden rests with the employees of proving their assertion as to discrimination and there is no direct evidence that when the change took place it was on account of a large number of the employees thus affected having joined the Union. In order to consider the position, as to the help that would likely be available for the dining cars in the summer of 1918, it is necessary to review the situation as it had existed in previous years. It appears that the summer passenger traffic increases from 25 to 35 per cent over the winter traffic. This necessitates the use of additional dining car employees. They were supplied by bringing in colored men in the summer of 1916 and also during the Christmas holidays of 1917. But in the summer of 1917 an effort was made to carry on the dining car service with a reduced staff. This proved unsatisfactory both to the company and the public. Steps were taken to avert a like result in 1918. Statements filed show that dining car employees are migratory in their disposition and frequent changes take place which militate against efficiency. For example, between January 1st and April 30th, 1918, on the western line there were 64 per cent of the regular crew lost to the service. Sixty-two per cent of a loss occured in British Columbia District and 94 per cent in the Alberta District This is better exemplified by the fact that 305 men were required for the regular crews during this period and that in the meantime 186 men left the service of their own accord. This condition of affairs during recent years must have been very unsatisfactory to the management. The assertion that many discussions took place, to grapple with the situation, seems reasonable. It was suggested that women might be employed instead of men. This was favored in Montreal, but opposed by the officials in Winnipeg. Mr. Matthews states that he supported the scheme of introducing colored help prior to February, 1918, and in that month, after consultation with Mr. Grant Hall, Vice President and General Manager of western lines, the policy of introducing such labour was definitely decided upon by them, to be applied to such portion of the railway. It does not appear that the higher authority in Montreal approved of such policy, because as late as the 22nd of April, 1918, the substitution of eating houses for dining cars on certain portions of the line was advocated. This is proven by the fact that a schedule of a service of this kind was submitted to Montreal, but the scheme was found impracticable. Then it was that Mr. Fraser was instructed to proceed to the United States and employ colored help for the dining cars. Mr. Matthews made an explanation of the reason why the policy decided upon in February was not brought into operation until the end of April. It is reasonable to suppose, that if the policy was decided upon in February, it would not be made public until the company was ready to make it completely effective. In corroboration of Mr. Matthews' statement that upon such policy, having to this extent being decided upon, between Mr. Grant Hall and himself. Mr. Fraser state, under oath, that on the 16th of March Mr. Matthews told him that it had been definitely decided to employ such colored help, and that by the end of the summer all the dining car employees would be manned by colored men. If this evidence be accepted, it is strongly corroborative of the statement made by Mr. Matthews as to the policy of the company having been previously determined. Mr. Hall was not called as a witness to show when the policy was adopted, even so far as it could be, without confirmation in Montreal. A telegram was received from him, but it did not cover the point. A request was made at the close of the evidence by the representative of the company to admit a further telegram more directly bearing upon the subject. In view of the discussion that had taken place this application was refused and such representative declined to make an application for an adjournment for the purpose of Mr. Hall being present to give oral evidence. He stated that Mr. Hall had an enormous amount of important work on hand which occupied his time, and the adjournment that might be asked for would be considered unreasonable. He was pressed again, however, to decide whether he wished to have Mr. Hall called as a witness for the purpose of corroborating the statement of Mr. Matthews, as to when the policy was decided upon. The representative, however, did not think it was of sufficient importance, nor necessary, in order to prove the case from the standpoint of the company, so an adjournment was not sought. In considering our report, when this important feature came up for discussion, it was suggested that an adjournment might even still take

place, so that the Board might itself call Mr. Hall as a witness. In view of what had taken place already in this connection, as the Board was not unanimous in pursuing such a course, the majority did not deem it advisable to pursue it further, so we have to deal with the evidence without any assistance that might have been afforded by Mr. Hall. We also must consider the suggestion that the reason for his absence is that he could not afford any assistance nor corroborate Mr. Matthews.

Then, under these circumstances, are we to disbelieve the emphatic statements of Matthews as to the time when the policy was decided upon? Bearing in mind that the detailed operation of the policy is not so much complained of as that it is brought into play, without a prior decision to that effect, and is simply aimed at the proposed Union of the employees.

Mr. Simpson, as corroborative of Mr. Matthews' evidence, stated that he had a discussion in February, 1918, as to the utilization of colored employees and that Mr. Matthews had then said that he was trying to have the colored men to replace the white help. Mr. Tingley also stated that in February, 1918, Mr. Matthews told him that it had been decided to supply the company's demands with colored help.

We have already referred to the fact that the complaint of the employees is founded on strong presumptions giving it great support, so we must decide whether these presumptions have been rebutted by the positive statement of Mr. Matthews to the contrary, coupled with the corroboration in the manner indicated. Such statements had reference to matters upon which the party making them could not be mistaken. Mr. Matthews did not treat the decision arrived at in February, as far as the western management was concerned, as one of simple discussion, but as a final determination on their part. Honesty of words and acts is taken for granted until the contrary is shown. Did Mr. Matthews, however, falsely state what he knew to be untrue? There is no direct evidence to the contrary, it is only circumstantial, based on presumption. Does his loyalty to the company, and the desire for it to succeed in its contention in this matter, go so far as to destroy his sense of right and wrong and to disregard the sanctity of his oath? — The same remarks apply to Messrs. Fraser, Simpson and Tingley. — It is not likely that persons would act in the reprehensible manner suggested in a matter in which they are not personnally involved. Are these men exceptions? We feel that we should not decide. We believe that the presumptive case made by the employees, on whom the burden rested, has been rebutted by the sworn statements of Mr. Matthews, clearly corroborated by Mr. Fraser, and partially so, by Messrs. Simpson and Tingley. The result is a finding by the majority of the Board that while colored men were brought into Canada by the company for use on the dining cars of the Western Division, in place of white employees, that this change was not intended to be, nor was it, an act of discrimination against the Union to which a large portion of the Dining Car employees had become attached. It was simply in pursuance of a policy, to that effect, decided upon in February, 1918, though only brought into operation in the month of May.

Dated at Vancouver, this 19th day of July, 1918.

(Sgd.) W. A. MACDONALD,
Chairman.
(Sgd.) E. A. JAMES,
Representative of the company.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of the differences between the Canadian Pacific Railway and its Dining Car Employees on the Western Lines.

Labour Temple,
Vancouver, B.C., July 23rd, 1918.

Hon. T. W. Crothers, K.C.,
Minister of Labour,
Ottawa, Ont.

Dear Sir,

The minority of this Board regrets its inability to agree with the conclusions of the majority, and begs to report as follows:

The question to be decided by this investigation was, as stated in the majority report, whether the employees of the dining cars were discharged and replaced by negroes, because of their membership in a labour organization.

It was clearly established by the men and admitted by the company's officials, that in April, 1918, after the company's officials became aware that a labor union was being formed among the dining car employees,—the superintendents at Winnipeg, Moose Jaw, Calgary and Vancouver interviewed the crews of the dining cars and questioned them as to their membership in this union.

The interviews at these different points were practically identical as to the conversation that took place, in as much as the men were informed or threatened by the four superintendents, Tingley, Fraser, Willard and Simpson, that rather than recognize the union, the company would replace the white men with women, colored help, orientals, or build eating houses along the line; clearly establishing the fact that this 'discouragement' was a previously determined policy of the company.

The organization of these men commenced at the end of February; the interviews were held in April—8th to the 14th, and the men were replaced by colored help at the beginning of May. The colored help was engaged between the last few days of April and the 8th of May.

The company's officials admitted that their policy was to discourage organizations among their employees.

The inferences to be drawn from these undisputed facts, as stated in the majority report, "if uncontradicted, would bring us naturally to the conclusion that the complaint was well founded."

The majority of the Board, however, consider the denial of discrimination made by Mr. Matthews and his declaration that the change from white to colored crews was in pursuance of a policy decided upon in February, 1918, disproves the contention of the men that the change was made because they became members of a labor union.

Mr. Matthews, General Superintendent of the Dining and Sleeping Car Department of the Canadian Pacific Railway Company's Western Lines, in his evidence before the Board, stated that the help situation on the dining cars had been the subject of numerous conferences between himself, Mr. Grant Hall, and others at Montreal, Winnipeg, and other places; that superintedent Fraser had been sent in January, 1918, to a number of the large cities in the United States to investigate the possibility of securing help, and that in February, 1918, it was definitely decided to substitute the white men on the dining cars by colored help.

It was contended by the men that out of all the conferences that had been held by the officials of the company on the subject of dining car help, some correspondence must have arisen, and they argue that it is the custom of large corporations like the Canadian Pacific Railway Company, to exchange a considerable amount of departmental correspondence and to write letters confirming conversations and telegrams. This contention appears to be strongly supported by the only document relating to colored help that the company produced. This was a telegram from Mr. H. F. Matthews, of Winnipeg, to Mr. Tingley at Vancouver, and which was followed by a circular letter addressed to Fraser and Tingley confirming the subject matter of the telegram; and the letter-head shows by the words "Inter-Department Correspondence," that such a custom does exist.

Now the representatives of the men contended, and I think justly, that if no such correspondence existed, it was reasonable to believe that the policy to change from white to colored crews had not been decided in February, 1918; or if on the other hand the correspondence did exist, the company dared not produce it because it would show that the colored men had been introduced because the white men had joined a labour organization.

The telegram and letter referred to are quoted below:

(Telegram from H. F. Matthews to F. A. Tingley, Vancouver, dated at Winnipeg, April 15th, 1918.).

> "What is your dining car help situation for the present. It is our intention as more men or additional crews required, to use colored help. Could you secure a satisfactory colored crew or more in Seattle if required, or would they have to be sent from here."

(Letter from H. F. Matthews to D. S. Fraser and F. A. Tingley, dated at Winnipeg, April 17th, 1918, File A.McG.)

> "Canadian Pacific Railway Company, Inter-Department Correspondence.
>
> "As advised you in my cipher wire 15th inst., the intention hereafter is, as additional crews are required, or as we become short of help and additional men are required for existing crews, to engage and work in colored help, and in figuring requirements for summer train service, figure on using colored help for any additional crews, also as the white help becomes scarce rather than reach out for more white help to keep the present cars crewed, figure on keeping a certain number of the cars crewed with white, by doubling two crews into one when possible, and put a complete colored crew on to a car. It will be necessary for you to give a week to ten days notice of requirements for the colored crew, to secure and send them on to you."

It should be noted that the dates of these communications, April 15th and 17th, are subsequent to the date the men were interrogated by the superintendents as to their union membership.

The majority report states that: "Mr. Fraser's evidence is strongly corroborative of the statements made by Mr. Matthews as to the policy of the company having been previously determined. Mr. Fraser, under oath, satted that on March 16th, 1918, Mr. Matthews informed him that it had been definitely decided to employ colored help, and that by the end of the summer all the dining car employees would be manned by colored men."

Yet we find on April 19th and May 22nd, Mr. Fraser wrote the following letters:

(Letter from D. S. Fraser to Mr. Tony DePasquale, 211½, 7th Avenue, Seattle, Wash., dated at Calgary, April 19th, 1918, File No. A.)

"Your letter of the 14th of March addressed to Mr. Evans, has been wandering around for some time and finally came to hand.

"I note you were ready to start back to work about April 1st, and also note that you could pick up some men in Seattle. We are not requiring any men just at present, but you might get their names and addresses and we may want some around the first of June, and if there are none available here, we might look them up.

"I enclose you a letter addressed to Mr. Tingley, which you will present to him; he will furnish you transportation from Vancouver to Calgary. It will be necessary for you to arrange your own transportation from Seattle to Vancouver."

(Letter from D. S. Fraser, to Mr. Tony DePasquale, 211½, 7th Avenue, Seattle, Wash., Dated at Calgary, May 22nd, 1918, File No. A.)

"I am in receipt of your letter of April 29th, but as I have been away for the past month, have only just received the same.

"As the company in the meantime has dceided to change the service from white to colored help, there will be no opening available for you here.

"I have received, through the General Office, the Interim Certificate for your $50.00 Victory Bond. These Bonds will be issued by the Government in a short time now and it will be necessary for you to sign receipt for same when issued, or authorize someone to do so for you. When I hear from you again as to whether you are still in Seattle, and if you wish me to send these papers on, will send them to our General Agent there, where you may obtain same."

Now if Mr. Fraser was aware, as he stated on oath before the Board, that the company had definitely decided to employ colored men, on March 16th, why did he invite a former employee to bring white men from Seattle on April 19th, and then in a letter, May 22nd, state, "the company in the meantime has decided to change from white to colored help?"

This proves that the policy was decided between April 19th and May 22nd, 1918, after the company had discovered that the dining car employees were joining the Brotherhood of Railway Employees.

Mr. Grant Hall was referred to a number of times in the course of the evidence by Mr. Matthews as having been present at numerous conferences at Montreal and Winnipeg when this question of colored help was being discussed, and was stated to have been present when the policy of employing colored help was decided definitely in February. Mr. Grant Hall was not called as a witness and the only statement from him produced before the Board, was the following telegram:

(Telegram from Grant Hall to E. A. James, Vancouver, dated at Winnipeg, July 6th, 1918):

"In connection with employment of colored help on our dining cars: this matter has been receiving more or less consideration for a year or more owing to the difficulty in securing and keeping white help; furthermore I was spoken to frequently by public about use on our dining cars of young white men whom it was felt were required at other necessary and more important work; the matter became so aggravated in early spring this year that something had to be done; the employing of women was seriously considered but the idea was given up for obvious reasons, namely inability to provide proper sleeping quarters; we are employing women on our B. C. Lake boats where it is possible to provide proper sleeping accommodation; the only alternative therefore was to engage colored men who seem more adaptable to that service, and instructions were accordingly given to Mr. Matthews to bring about the change."

This wire does not state when the instructions were given Mr. Matthews to engage colored men, and this is the vital feature of the case. It cannot be said that the company did not have an opportunity of calling Mr. Grant Hall, or of obtaining affidavit from him, because the application for the Board was made on May 11th, and the first session was not held until the end of June. The Board was adjourned from July 3rd o hte 8th and an extended adjournment was given on the application of the Canadian Pacific Railway Company, to July 15th.

Also, the Chairman repeatedly pointed out to the representative of the company, the advisability of calling Mr. Grant Hall, or securing an affidavit from him, bearing on this important point, as to when the policy of the company was decided upon.

At the conclusion of the evidence, the chairman of the Board made the following observation, in a discussion with Mr. Peters:

"The Chairman:—Perhaps I am too much of a judge in this matter, and am looking at it from that standpoint and measuring up the weak points, but I cannot help but see it is a line of weakness when a man comes forward like Mr. Matthews — and when he says his line of policy was adopted in February, and he has not any letters showing that they went to Montreal, but he says that he conferred with Grant Hall and he approved of that policy, and Grant Hall is not here, and Mr. Hall sent a tele-

gram which does not cover the point at all; and I would think you as a clever man, Mr. Peters, would see the weakness of that position.''

The Chairman later asked Mr. Peters, the representative of the Canadian Pacific Railway, point blank, if he wished to have Mr. Grant Hall called as a witness to corroborate the statements of Mr. Matthews as to when the policy was decided upon. Mr. Peters replied that he did not think it was of sufficient importance.

Mr. Tingley's evidence before the Board could not be claimed to corroborate the evidence of Mr. Matthews, as in an affidavit sworn to on May 15th, in reply to the men's application, Mr. Tingley makes some statements that do not agree with his evidence before the Board, as, for instance, where he states in his affidavit that ''the Railway Company say as to whether the men are members of the union or not, it has no knowledge;'' while before the Board he admitted having conducted an investigation in the early part of April, with a view to finding out how many men had joined the union, and in an endeavor to 'discourage' organization.

One very important point that must be borne in mind when considering Mr. Matthews' honesty, is the question that naturally arises: If the company had definitely decided in February, 1918, to replace all the white men on the dining cars with colored, before the end of the summer, why did Messrs. Matthews, Tingley, Simpson, Willard and Fraser go to the trouble of discouraging the organization of these men?

If such a policy had been definitely decided upon at that time, why did not the company's officials so inform the men, instead of threatening them with a recital of various alternatives that would be tried if they persisted in their membership in the Brotherhood of Railway Employees.

The majority report states: ''Does his (Mr. Matthews') loyalty to the company and desire for it to succeed in its contention in this matter, go so far as to dsetroy his sense of right and wrong, and to disregard the sanctity of his oath? The same remarks apply to Messrs Fraser, Simpson and Tingley. It is not likely that persons would act in the reprehensible manner suggested, in a matter in which they are not personally involved.''

I submit that it is clearly established as far as Mr. Tingley is concerned, that he did violate the sanctity of his oath when in the affidavit above referred to he swore to things which he knew to be false.

Mr. Simpson's evidence it not very clear on this question as to when the policy was decided upon, and I have already disposed of Mr. Fraser's evidence on this point.

That the Chairman of the Board is entirely lacking in an understanding of the reasons actuating men in joining a labor union, and devoid of sympathy with them in their complaint of discrimination, is demonstrated in the following questions addressed by the chairman to witness George Hepburn. (These questions are taken from the transcript of the evidence furnished by courtesy of the Canadian Pacific Railway Company.)

The Chairman: Q.—What was the object of joining the Union, what was the idea? A. Well, to better our conditions.

Q.—Was there any trouble on between you and the Railway Company? I don't mean you, but between the waiters and the railway company? A. Well, the men were not satisfied with the small money they were receiving.

Q.—Why didn't they leave? Why weren't you satisfied to be discharged then, what was the trouble? A. Well, then—

Q.—What is the real trouble, are you spokesman enough to say what is the trouble? You were not satisfied, you got discharged, now you have got this inquiry, what is it? A. Well, the men wanted better conditions, and they didn't like being replaced by black labor as Canadians and white men, as far as I knew.

Q.—But you are an intelligent man, is there any vested right to make the company employ you or any person if they don't want to keep you? A. Well, that is about the only big employing concern in Vancouver.

The Chairman: Is that your stand, Mr. McVety?

Mr. McVety: No sir; I am rather amazed at your line of questioning, sir. You raised the whole question as to the right of the men to organize.

The Chairman: I am not raising any question at all in that way, but I want to know what the trouble is, why they are worrying about a thing like this. They were dissatisfied, they got discharged, now they are complaining.''

There were a number of returned soldiers (some six or eight) among those who were discharged to make room for negroes, and it appears that a large number of men formerly engaged in the dining car service have enlisted or been called up under the Military Service Act. Putting aside entirely for the moment, the question of discrimination, what will be the thoughts of these men when they learn that the jobs formerly held by them have been permanently filled with negroes, while they were shedding their blood and risking their lives in the defence of the Empire of which the Canadian Pacific Railway Company forms no small part?

It should be pointed out here that the men do not object particularly to the importation

of negroes as much, but would have objected just the same if white men had been imported to replace them.

Having regard for the evidence of the employees and the officials of the company that the men were threatened and warned against joining a union, and that the witnesses for the company freely admitted the hostile attitude of the company to any form of organization among the dining car employees, and keeping in mind that the company failed to produce any correspondence on the question although repeatedly requested to do so, and claimed that no correspondence existed, I believe that these facts more than meet the unsupported evidence of Mr. Matthews that the policy had been decided earlier than April and that the employees have made out a prima facie case of discrimination because of their membership in a labor organization.

The Government should therefore at once deport the aliens imported to make the discrimination possible, and insist on the immediate restoration of the employees to their former positions.

Respectfully submitted,

(Sgd.) VICTOR R. MIDGLEY,
Board member representing the employees.

REPORT OF ROYAL COMMISSION APPOINTED TO ENQUIRE INTO DIFFERENCES BETWEEN METAL CONTRACT SHOPS AND AUTOMOBILE REPAIR SHOPS AT WINNIPEG, AND CERTAIN OF THEIR EMPLOYEES

EARLY in June the Winnipeg Metal Trades Council, comprising various metal trades employed in metal contract shops and in automobile repair shops in the city of Winnipeg, presented a new agreement calling for increased wages and improved working conditions. A few firms accepted the agreement, but most of the shops concerned refused to consider the agreement or to hold negotiations with the Metal Trades Council. Information was received that a strike was imminent and the Minister took action immediately to bring the parties together, Mr. R. S. Ward, of Winnipeg, representing the Minister for the purpose. An immediate cessation of work was prevented, but no agreement could be secured. There being numerous employers concerned the Industrial Disputes Investigation Act was inapplicable and the Minister secured the appointment on June 26 of a Royal Commission under the Enquiries Act, composed as follows: The Honourable Mr. Chief Justice Mathers, Judge of the Supreme Court of Manitoba, Chairman, Mr. George Fisher, manager of the Scottish Wholesale Co-operative Society and F. G. Tipping, president of the Winnipeg Trades and Labour Council. The Commission at one time adjourned its public sittings and the members endeavoured by private negotiations to bring about a satisfactory arrangement. These efforts proving unsuccessful sittings were resumed. On July 22, the Commission being still in session, the employees ceased work, some 45 firms and about 1,000 men being affected; at the end of the month the strike was still in existence. The report of the Commission follows:

Report of Commission

To the Honourable Thomas W. Crothers, K.C.,
Minister of Labour,
Ottawa, Ontario.

The undersigned commissioners, appointed by Royal Commission, issued the twenty-sixth day of June, A.D. 1918, to inquire into and concerning causes of friction and unrest alleged to exist between the metal trade contract shops employers and the automobile repair shop employers and their employees, in the city of Winnipeg, respecting wages, piece-work and working hours, and overtime, and other labour conditions, and into the nature and causes thereof, report as follows:

Your telegram to the chairman of the Commission, advising us of our appointment, was received on the twenty-seventh day of June, 1918, and on the following day we held a meeting with the representatives of the employers and the employees for the purpose of outlining the procedure to be followed in the proposed inquiry. The desire was expressed by the representatives of both parties that the proceedings should be open to the public and should be reported stenographically, and William F. Perkins was employed for that purpose.

The chief contract shop employers represented at the first meeting were: the Vulcan Iron Works Company, Limited; the Dominion

Bridge Company, and the Manitoba Bridge and Iron Works Company; the Alaska Bedding Company; the Stewart Sheaf Loader Company; the Northwestern Brass Company, and the Stuart Machinery Company.

The employers announced their intention of being represented by counsel. The representatives of the employees objected that the presence of counsel should not be permitted. Our view was that we could not arbitrarily refuse to any of the parties the right to present their case through whatever medium they might choose to employ, and we decided that any of the parties were at liberty to employ counsel if they saw fit to do so, a ruling in which the employees' representatives acquiesced.

In order that all parties should be free from embarassment in the conduct of the inquiry, we decided that the proceedings should be conducted informally; that any party appearing before us would be permitted to make his statement without oath, and in such manner as he saw fit, and that there should be no cross-examination in the ordinary sense of that term, but that after any party had concluded his statement the other side would be at liberty to ask any questions directly bearing on or relative to the subject of the inquiry.

Having arranged these preliminaries, we appointed June 29, at 10.00 o'clock in the forenoon, for the purpose of proceeding with the investigation. At that time we were attended by Mr. Pitblado, K.C., and Mr. Hugg, K.C., as representing the contract shop employers, no person appearing for the automobile repair shop employers, and by Mr. R. B. Russell, business agent for the Machinists; J. A. McClelland, International vice-president of the Machinists; R. C. McCutcheon, representing the boilermakers and bridge shop men; William Ferguson, representing the patternmakers; J. T. Adair, representing the moulders; J. L. McBride, representing the electricians, and E. Robinson, representing the blacksmiths.

The demands of the men are contained in the following two agreements presented for signature to the contract and automobile shops respectively:

AGREEMENT.

This agreement, made and entered into this ..... day of ....., 1918, by and between the ..... and the Metal Trades Council of ..... and vicinity.

1. That each party to this agreement herein made agrees and consents to the following rules and regulations, which shall govern the mutual relations of the parties hereto mentioned.

2. Eight (8) hours shall constitute a day's work, from 8 a.m. to 17 p.m., with one hour off for dinner between 12 noon and 1 p.m. for the first five days of the week, and from 8 a.m. to 12 noon on Saturdays.

3. (a) All time worked over bulletin hours will be considered overtime, and will be paid for at the rate of double time.

3. (b) Regular night shifts in shops or outside repair work shall be nine hours per night, five nights per week, and shall be paid for ten hours per night.

3. (c) Should a man be working during the day, then be transferred to a night shift, he shall receive the regular rate of overtime for the first night.

4. All grievances which may arise in any shop shall be given consideration as follows: (1) all complaints and grievances to be adjusted by the foreman in charge, if possible; (2) when such adjustment cannot be made between the foreman and the craft directly interested, the matter will be taken up with the company direct, by the business agent and the committee representing the craft having the grievance, and they shall endeavour to reach a mutual understanding; (3) in the event an understanding cannot be reached by the company and the representatives of the craft involved, a committee of representatives from the Metal Trades Council will meet the company and try to bring about an adjustment of the grievance; and in the meantime there will be no lockout on the part of the company or strike on the part of the men.

5. That business representatives of the different crafts shall have free access to the shops at all times, provided they do not interfere or cause the men to neglect their work.

6. (a) Mechanics and all other help shall be hired through the representative organizations; provided, that in cases of emergency the company may hire help, direct, and shall furnish a list of the names and the class of work of those employed to the business office of the organization having jurisdiction over them, within twenty-four (24) hours after their employment.

6. (b) No employee representing his fellow-workmen will be discriminated against.

7. Men receiving rates in excess of the minimum rates herein quoted will suffer no reduction, and will share in the general increases agreed to.

8. This agreement will remain in effect for one year, except that wage rates will be revised every three months, according to the official information on the cost of living.

9. Apprentices shall serve four (4) years, and during said term shall be advanced in all branches of the trade. The ratio of apprentices shall not exceed one for the shop at large, and one for every five journeymen regularly employed.

10. (a) Patternmakers—shall be any person who has served an apprenticeship at patternmaking.

(b) Moulders—shall be any person who has served a regular apprenticeship, or has had four years' varied experience at the trade.

(c) Blacksmiths—shall do all welding by forge, furnace, electric, thermit or acetylene process—all work previously done by blacksmiths—forging, tempering and dressing of tools, case hardening, potash or bychloride tempering, bending and straightening of angle iron, 1 iron channel iron and 1 beams. Any man doing the above work or other work appertaining to the blacksmith trade shall be considered a blacksmith and shall receive the blacksmith rate.

(d) Boilermakers. (1) Boilermakers, bridge shop men and tank men and street railway workers—work consists of testing, laying-out, fitting-up, patching, rivetting, caulking, staybolting, tender, and all tank work, and all work contracted for boiler and contract bridge shops—all acetylene and electric welding. All men coming under this classification shall not receive less than 75 cents per hour.

(2) Specialists' work consists of grate work; punch and shears; multiple and radial drill machines; air motors, screwing machines; nut tapping; grinders; saw operators; reaming; cutting and handling of all flues, and tubes; holders on; switch repairing; bolting together of still or iron rails for street railway; binding rails; cutting rails with hand only. Men doing this class of work to be paid not less than 65 cents per hour.

(3) Helpers' work consists of striking on all handle tools; scaling boilers and tanks; painting interior of tanks where no painters are employed; and generally assisting the mechanic to complete the work —also rivet-heating. Men doing this class of work to be paid not less than 56¼ cents per hour.

(e) Electricians. Men who have served an apprenticeship to the electrical trade or had four years' varied experience in the following branches shall be classed as electricians—armature and coil winding; battery work; lighting systems; power systems, and maintenance of same.

Helpers will be men who assist electricians, but do not use the tools.

(f) Machinists. Machinists' work will consist of the operation of lathes, planers, slotting, milling, shaping, boring or other machine tools requiring skilled operation; laying off work and making and repairing of tools and machinery. Men employed on drills and work not included above, which only requires a portion of skill, shall be designated specialists. Helpers will be men who assist machinists but do not use the tools.

(g) Apprentices' rates: 20 cents per hour for the first year and five cents (5c) per hour increase each additional six (6) months until finish of apprenticeship.

11. The following minimum wage scale shall prevail during the life of this agreement:

Machinists	75c	per hour
Machinists' specialists	65c	per hour
Machinists' helpers	56¼c	per hour
Acetylene welders	75c	per hour
Electric welders	75c	per hour
Moulders	75c	per hour
Patternmakers	75c	per hour
Blacksmiths	75c	per hour
Blacksmiths' helpers	56¼c	per hour
Boilermakers	75c	per hour
Rivetters, chippers and caulkers	75c	per hour
Boilermakers' helpers	56¼c	per hour
Electricians	75c	per hour
Electricians' helpers	56¼c	per hour
General helpers	56¼c	per hour

Signed for the Metal Trades:

.....

Signed for the Company:

.....

Etc.

Appendix to Moulders' Classification:

Under the classification of moulders it is to be understood that same includes coremakers.

Foundry specialists shall consist of the following: furnacemen, potcarriers, grinders, millmen, cranemen and weighmasters.

All men coming under this classification shall receive not less than 65 cents per hour.

Machine moulders shall receive not less than 65 cents per hour.

All other foundry help will be designated as general helpers.

AUTO SHOPS AGREEMENT.

This agreement, made and entered into this ..... day of ..... 1918, by and between the ..... and the Metal Trades Council of ..... and vicinity.

1. That each party to this agreement herein made agrees and consents to the following rules and regulations, which shall govern the mutual relations of the parties hereto mentioned.

2. Eight (8) hours shall constitute a day's work, from 8 a.m. to 17 p.m., with one hour off for dinner between 12 noon and 1 p.m. for the first five days of the week, and from 8 a.m. to 12 noon on Saturdays.

3. All time worked over bulletin hours will be considered overtime, and will be paid for at the rate of double time.

4. All grievances which may arise in any shop shall be given consideration as follows: (1) all complaints and grievances to be adjusted by the foreman in charge, if possible; (2) when such adjustment cannot be made between the foreman and the craft directly interested, the matter will be taken up with the company direct, by the business agent and the committee representing the craft having the grievance, and they shall endeavour to reach a mutual understanding; (3) in the event an understanding cannot be reached by the company and the representatives of the craft involved, a committee of representatives from the Metal Trades Council will meet the company and try to bring about an adjustment of the grievance; and in the meantime there will be no lockout on the part of the company or strike on the part of the men.

5. No employee representing his fellow-workmen will be discriminated against.

6. Men receiving rates in excess of the minimum rates herein quoted will suffer no reduction, and will share in the general increases agreed to.

7. This agreement will remain in effect for one year, except that wage rates will be revised every three months, according to the official information on the cost of living.

8. Apprentices shall serve four (4) years, and during said term shall be advanced in all branches of the trade. The ratio of apprentices shall not exceed one for the shop at large and one for every five journeymen regularly employed.

9. (a) Machinists' work will consist of the operation of lathes, planers, slotting, milling, shaping, boring or other machine tools, requiring skilled operation; laying off work and making and repairing of tools and machinery.

(b) Auto mechanics' work will consist of the following:

First class mechanic will be a man who is capable of taking a car and with the aid of tools give same a general repair, to a successful completion.

Second class mechanic will be a man who is not used on general work, but who is confined to the following work: gear, fenders, bodies and tops, radiators, bumpers, mufflers and brakes.

(c) Helpers are men who assist mechanics and work under their direction.

(d) Electricians—Men who have served an apprenticeship to the electrical trade or had four (4) years' varied experience in the following branches shall be classed as electricians—armature and coil winding; battery work; lighting systems; power systems; and maintenance of same; installation of cables, and all electrical devices in connection with cars.

10. When reduction of expenses is necessary, working hours will be reduced to seven (7) hours per day for the first five days of the week before any reduction of staff takes place. Men will be laid off according to their seniority.

10. (a) In the event of the working hours being reduced below eight (8) hours, no men will be hired until the eight-hour day is resumed.

(b) Any man working over thirty (30) days in a shop shall be considered on the staff.

11. Apprentices' rates: 20 cents per hour for the first year and five cents (5c) per hour increase each additional six months until finish of apprenticeship.

12. The following minimum wage scale shall prevail during the life of this agreement:

Machinists	75c	per hour
1st class mechanics	75c	per hour
2nd class mechanics	65c	per hour
Electricians	75c	per hour
Helpers	56¼c	per hour

Signed for the Metal Trades:

.....
President.

.....
Secretary.

Signed for the Company:

.....

.....

Signed for the Organizations:

.....
Machinists, Auto Mechanics and Helpers.

.....
Electricians.

It was stated that these several agreements did not necessarily represent the minimum which the employees were willing to accept, but that they were tendered as a basis for negotiations.

The attitude of the employers was that they would neither sign the said form of agreement nor make it the basis for negotiations. They stated that they were then, and always had been ready to negotiate with their own men, either individually, or with a committee representing the different crafts in their shops, both as to wages and working conditions; but that they refused to recognize any outside organization, or to negotiate with the representatives of such organization. They stated that no complaint by their own men had been made to them, either concerning wages or shop conditions, notwithstanding that upon receipt of the said draft agreement they had posted in their shops a notice of which the following is a copy:

NOTICE.

The company understands that there is a desire on the part of its employees to take up the question of conditions of employment in this plant, and wishes to state that it is willing to meet representatives from any craft from its own shops to discuss questions relating to the conditions of employment of that craft, with the view of reaching an agreement.

There was no response to the notice, except in one shop, viz., the Dominion Bridge Company's. In that shop a committee of the employees waited upon the manager and asked if he proposed to negotiate the agreement with the Metal Trades Council, but made no further demand or request.

Both forms of agreement above referred to were for a contract between the Metal Trades Council and the several employers, and the agreement tendered to the contract shop employers contained a clause providing that all mechanics should be hired through the representative of the organization.

The representatives of the men finally agreed to waive both of these provisions, and expressed their willingness that the agreement should be negotiated between the several employers and committees of their own men, provided the employers would, if such negotiations resulted in an agreement, enter into an agreement in writing.

The employers appear to have been greatly alarmed by the demands embodied in the forms of agreement presented to them; an alarm that was not allayed by the subsequent withdrawal of the two clauses most seriously excepted to. We think the men would have been better advised had they embodied in the agreement terms more nearly approaching their minimum demands.

At this stage it appeared to us that there was no such serious difference between the parties that a mutually satisfactory understanding might not be arrived at with a little give and take on both sides.

We consequently adjourned, *sine die*, the public sittings of the Commission, and endeavoured, by private negotiations, to bring about a satisfactory arrangement. For this purpose we conferred separately and apart, and in private, with each of the parties for the purpose of ascertaining just how far each was willing to go to meet the other. We ascertained that all the employers, with the exception of the Vulcan Iron Works, expressed a willingness to negotiate with a committee representing the different crafts in their own shops, and to enter into a written agreement with such committee if the negotiations resulted in an agreement. They stipulated, however, that this committee should act entirely independent of the Metal Trades Council, or of any other outside organization, and they declined to negotiate with a committee of all their employees.

The Vulcan Iron Works, while not positively refusing to negotiate with a committee of the different crafts in their shops, did not express a willingness to do so, but were willing to negotiate with their individual employees only.

The representatives of the employees insisted that the committee should be one representing all the employees in the particular shop. They further stated that such committee would be under the direction and control of the Metal Trades Council, and would conduct its negotiations with the employers under the direction of the Metal Trades Council. It thus appeared that the intention of the employees was to conduct negotiations nominally through a committee of the employers' men, but in reality by the Metal Trades Council, acting through this committee.

The difference between the parties may be stated as follows:

1. The employers, with one exception, were willing to negotiate with committees representing the different crafts in their employment, such committee to be appointed and act entirely without interference from the Metal Trades Council, or from any other outside body.

2. The employees insist that such committee be constituted from all the employees of the particular employer, and act under the direction and control of the Metal Trades Council.

After negotiations extending over several days, neither party would recede from the position taken. Both sides seemed to regard the difference between them as fundamental.

Having failed to find any common ground upon which the parties could meet and negotiate with each other directly, we proceeded to inquire into the wages and working conditions in the contract shops. For this purpose we selected the Vulcan Iron Works, the Dominion Bridge Company and the Manitoba Bridge Company. These are the largest of the contract shops, and conditions prevailing in them are admittedly fairly typical of all.

For reasons we shall hereafter explain, we did not visit any of the shops or hear at first hand the demands made by the men, but only through the official representatives of the several unions in the Metal Trades Council.

The wages paid at present vary from 50 cents per hour to the labourer to as high as 70 cents per hour for the skilled mechanic. In this connection it is fair to point out that there has been a very considerable advance in wages from time to time; an advance which has more than kept pace with the increased cost of living. The employers rate and pay their men according to skill and ability. They claim that this is the only manner in which employees can be rated under present day conditions. The war has seriously depleted the country of skilled mechanics, and it is now quite impossible for employers to fully man their shops with men of that class. As a necessary consequence they have had to take in common labourers and give them the necessary training for one operation upon a machine. These men are in no sense skilled mechanics or entitled to be classed as or receive the pay of a skilled mechanic. The great majority of men operating machines in shops at present belong to this class.

The demand of the representatives of the employees is that all employees be divided into three groups: mechanics, specialists, and helpers, with a minimum wage of 75 cents, 65 cents and 56¼ cents per hour respectively.

For several reasons we find it impossible to deal with this question with as much definiteness as we would desire. The representatives of the men refused to consent that we should visit the several shops, get in direct touch with the men and see them at work, and the men subsequently struck just as we had entered upon the inquiry as to wages and working conditions. It is but fair to say that our suggestion that we should meet the men in the shops directly was that we might from themselves learn what their complaints were, if any, and the grounds of such complaints. We thus have been unable to visualize the situation and find it quite impossible to arrive at any satisfactory conclusion as to a classification of the men.

A large number of agreements, entered into elsewhere, were produced to show that the wages paid here are sufficient. These agreements are with railways, shipbuilding yards, and some contract shops, showing a scale of wages in some cases higher and in some cases lower than that prevailing in Winnipeg. The employers object that such agreements cannot be relied upon as evidence that the wages paid here are unreasonable, without knowing the conditions prevailing in the particular place, and the circumstances under which they were entered into. They point out that in some cases the employers may have been forced to agree to the scale demanded because of contracts of war material, and in other cases the employer was a public utility having the right to apply for leave to charge higher rates, and thus take care of the increased wages, as had been done in the case of railways. They point to the fact that they have no such redress, but that they have to sell their manufactured products in competition with others in the United States and Canada where no such wages or working hours prevail.

From the evidence before us we have come to the conclusion that on the whole the mechanics and skilled craftsmen employed in these shops are paid fair wages. To this general rule there appear to be some exceptions where the men are underpaid. The same may be said of the class commonly called specialists. The exceptions in this class appear to be more numerous and the variations in rates of pay greater. In the case of labourers the general rate is 30 cents per hour. This rate appears to us to be too low under present conditions, and we would recommend a minimum of 32½ cents per hour.

For overtime the prevailing rate is time and one-half, with double time for Sundays. This appears to be a fair and reasonable practice and should be continued.

As to the number of working hours per day, we were unable to arrive at a unanimous conclusion. The present working day is ten hours with five hours on Saturday. The evidence disclosed that a reduction of the hours of labour from ten to eight as demanded would add at least 20 per cent to the cost of production. The chairman and Mr. Fisher believe that the reduction asked for would impose upon the local trade too serious a handicap as against their competitors in other parts of Canada and the United States, where the ten hour day prevails. They also believe that when labour is so scarce and the necessity of attaining the maximum of production so great, the time is not opportune for recommending a reduction in the hours of labour, however desirable they might consider the change under other circumstances. Mr. Tipping, on the other hand, holds to the view that, notwithstanding existing conditions, the daily hours of labour in the metal trades is too long and should be reduced at least to nine hours.

During the progress of the inquiry several incidents took place to which we desire to make a brief reference.

At the opening of the proceedings we requested that all parties refrain from doing anything that would in any wise cause irritation, and that the employers refrain from any acts of discrimination against union employees.

The representatives of the employees charged that one of the employers, viz., The North West Brass Foundry, had discriminated against three union men—Adair, Neil and Chomisky—by refusing them employment.

The employers made a counter charge of intimidation against members of the union.

The first charge was that Mr. Adair, a brass moulder, now secretary of the Moulders' Union, who had been in the employ of the company up until the eighth of June last, was refused employment, although the company was at that

very time advertising for moulders. The facts of Mr. Adair's case are these: He entered the employment of the Brass Company in September, 1917. In November several cases of lead poisoning occurred in the foundry, and amongst those who suffered from it was Mr. Adair. After his recovery he was re-employed by the Brass Company in February of this year, and it was stated to him at the time that the shop was an "open shop," and he agreed to accept employment in it upon that understanding. Some time after that he made a claim under the Workmen's Compensation Act because of the lead poisoning, and was awarded damages. In May and June, the Brass Company were carrying out certain changes in its heating plant. These improvements had been going on for some time, and on the eighth of June a notice was posted that the shop would be closed until further notice. Mr. Adair says that he asked the superintendent how long it would be before the men would be required back, and was told that when they were wanted they would be sent for. He asked for something more definite, but the superintendent refused to give any further information on the subject. In a short time afterwards other men were taken on, and Mr. Adair again applied for employment. He was then told that when he was wanted he would be sent for.

The answer which the Brass Foundry Company makes to the charge is that they did not object to Mr. Adair because he was a member, and an active officer of the Moulders' Union, but because it appeared that he was susceptible to lead poisoning, and that the management of the company, after consultation with their solicitor, and upon their solicitor's advice, declined to re-employ him. This statement was confirmed by the company's solicitor.

Although the circumstances under which Mr. Adair was refused employment may excite in our minds a suspicion that the reason assigned for his non-employment was not the only reason, and that the management was actuated by other motives, we cannot, upon the evidence before us, find that the reason given for refusing to re-employ Mr. Adair was not the real reason. We do think, however, that the management might have shown more candour in dealing with Mr. Adair, and more consideration for the men, when it became necessary to close down the shop for repairs. It seems to us absurd to contend that the superintendent could not have given an approximate date when the men would be required again. We have no hesitation in saying that he could have done so, and that the real reason for not telling Mr. Adair when he would be required again was that they did not intend to re-employ him.

The facts as to Neil and Chomisky are these:

Neil was dismissed and the other refused employment when he applied. We cannot find on the evidence that Neil was dismissed because of his membership in the union or that Chomisky was refused employment for that reason.

It was charged that Neil had threatened with personal violence one of the company's employees who remained at work during a strike. While Neil appears to have acted indiscreetly and frankly admitted such to be the fact, the incident was too trivial to be made the subject of a serious inquiry.

The metal trades shops in Winnipeg are and have always been what are known as "open shops." That is to say, both union and non-union men have been employed in them indiscriminately. The employees for some reason came to regard The North West Brass Foundry, although nominally an open shop, in practice a union shop. While the inquiry was proceeding this company put one of its employees, not theretofore employed as a moulder, to do moulder's work. The union employees in the shop objected, and upon the company refusing to stop him doing moulder's work, a strike was declared in that shop at a meeting held on or about the eighth July, to take effect at 10 o'clock in the morning of the tenth. At our request the representatives of the employees undertook to call the strike off and to keep the men at work until we had time to complete our investigation and make our report.

On or about the seventeenth July, at a meeting of the metal trade employees, a general strike was declared, to take effect on the twenty-second July. We were informed that this course had been resolved upon under the mistaken impression that we intended only to report conditions unaccompanied by any recommendations. At a meeting on the nineteenth July, we made it quite clear that we proposed to not only report the conditions as we found them, but to accompany our report by any recommendations that we believed to be justified by the facts disclosed. We earnestly urged the employees' representatives to use their influence to prevent a strike, and they undertook to advise the men to wait until the inquiry had been completed and our report made. At a meeting held the following day, the employees, however, resolved to go on with the strike. Accordingly, on the morning of the twenty-second July, a general strike took place and is still on.

The metal trade employers in this city have hitherto refused to recognize unions of their employees or to collectively bargain with them, and one of the reasons given for not doing so was that employees did not treat such bargains as binding. In view of this contention, we regard it as doubly regrettable that the employees should have adopted a course which might lend colour to the employers' contention. We do not believe the contention is well founded. We believe that employees do as a rule respect their collective bargains. The fact that occasionally such agreements are broken is not a reason for refusing to enter into such agreements any more than the breach by an individual of his agreement should be treated as a reason against individual bargaining.

We find that in the larger contract shops there exists an atmosphere of suspicion and

distrust between employer and organized labour. It is quite impossible to say which party is at fault. If the real cause could be ascertained it would probably be found that both parties had contributed to it. The real purpose of the present movement on the part of the men is, we believe, to secure recognition of the unions, but until the present deep-seated distrust of organized labour is removed from the minds of employers we believe the purpose to be unattainable.

On the whole, we think the relations between individual employers and their men to be fairly satisfactory, and that as a rule the men are treated with kindness and consideration. The fact that some of them have retained the same men for periods ranging from 5 to 35 years can bear no other construction. All the employers have repeatedly expressed their willingness to meet their employees either through craft committees or individually and to comply with any reasonable demands either as to wages or working conditions. We can see no reason why they should not meet a joint committee of all their employees. We believe that a meeting of the several employers with such committees and a frank and free discussion and interchange of views might go far to satisfy the men and to remove the desire to secure expression of their views through their union organization. Entertaining as we do these views, we recommend the employers to abandon their objection to meeting a committee appointed by and representing collectively all their employees. It is our recommendation that the union organizations permit these committees to be formed and conduct their negotiations without interference or direction. If these recommendations are adopted, we confidently hope and believe that satisfactory wages and working conditions can be established in all the contract shops and a better atmosphere created all round. The adoption of these recommendations would, we believe, go far to solve the present difficulties and we can see no other solution.

The unrest which has prevailed in labour circles for the past few months has operated not only to the detriment of both employers and employees, but to the injury of this whole community. Two of the three contract shops under review produced evidence to show that they had been offered very large orders for war munitions, which they had to refuse because they could not, in view of the unsettled conditions of labour, assume the risk of obligating themselves, either as to the price for the work or the time for completion, with the result that the orders went to centres where more settled conditions prevail.

We have not dealt specifically with the automobile shops for the reason that these shops are all small and relatively unimportant and wages for skilled mechanics in them are well maintained by the keen competition between them for such help.

We regret that we have nothing more concrete to offer as a solution of the existing unrest, and that as we write this report the men are on strike; but we have the consolation of knowing that we spared no effort to bring the parties together.

All of which is respectfully submitted.

(Sgd.) T. G. MATHERS,
Chairman.
(Sgd.) GEO. FISHER.
(Sgd.) F. G. TIPPING.

Dated this second day of August, 1918.

INDUSTRIAL DISPUTES DURING JULY, 1918

TWENTY-EIGHT strikes affecting approximately 15,024 employees were reported as having commenced during July. There were in existence at some time or other during the month 39 strikes directly affecting 15,848 workpeople. The total time loss on account of industrial disputes was estimated at 123,511 working days, as compared with 40,929 in June, and 62,484 in July, 1917. The time loss occasioned by the 28 strikes which began in July was 108,033 working days, while a loss of 15,478 days is charged to the eleven strikes commencing prior to July. Termination of disputes was reported in the case of six of the disputes commenced prior to July. Eighteen of the strikes which commenced during July terminated during the month, leaving the fifteen following strikes affecting approximately 4,049 workpeople on record July 31; painters and decorators, Calgary; plumbers and steamfitters, Nobel, Ont.; machinists, Montreal; knitting mill operatives, Toronto; cigarmakers, Toronto and Montreal; steam and operating engineers throughout British Columbia; coal miners, Entwhistle, Alta.; coal miners, Wayne, Alta.; plumbers and steamfitters, Toronto; metal workers, Winnipeg; iron shipbuilders, Lauzon, Que.; papermakers, Fort Frances; pulp and paper makers, Hawkesbury; cap makers, Winnipeg, and cigarmakers, Hamilton, London and Montreal.

INDUSTRIAL DISPUTES, JULY, 1918

Industry or occupation.	Particulars.	No. of employees affected.	Time loss in working days
	STRIKES COMMENCING PRIOR TO JULY, 1918:		
BUILDING AND CONSTRUCTION— Carpenters, Port Arthur and Ft. William, Ont.	Commenced June 20. Demand for increased wages and shorter hours. Increased wages and shorter hours granted. Work resumed July 10.	75	600
Painters and decorators, Calgary, Alta.....	Commenced June 29. Demand for increased wages and reduction in hours. Unterminated.	40	1,040
Plumbers and steamfitters, St. John, N. B....	Commenced April 23, 1917. Demand for increased wages. Strike declared off July 5, 1918.	11	33
Plumbers and steamfitters, Nobel, Ont.....	Commenced June 29. Demand for increased wages. Unterminated...	30	780
METALS, MACHINERY AND CONVEYANCES— Machinists, Montreal, Que.....	Commenced May 23. Demand for increased wages and nine-hour day. Unterminated.	45	1,170
Machinists and toolmakers, Toronto, Ont....	Commenced June 25. Against dismissal of employee. Settled by negotiations between parties; discharged employee reinstated. Work resumed July 15.	135	1,485
Metal polishers and buffers, Weston, Ont....	Commenced February 12. Against reduction in wages. Information reaching Department indicates conditions are no longer affected by strike.	33	66
Moulders, Wingham, Ont.....	Commenced June 21. For recognition of union. Settled by negotiations between the parties; increase granted. Work resumed July 10.	27	216
TEXTILES, CORDAGE AND CARPETS— Knitting mill operatives, Toronto, Ont.....	Commenced June 12. Demand for increased wages. Unterminated..	88	2,288
FOOD, TOBACCO AND LIQUORS— Bakers, Vancouver, B.C.....	Commenced June 20. Demand for increased wages, shorter hours and recognition of union. Settled by negotiations between parties; demands of employees conceded. Work resumed July 28.	.....	.....
Cigarmakers, Toronto and Montreal.....	Commenced May 16-30. Employees locked out. Unterminated.....	300	7,800
	DISPUTES COMMENCING DURING JULY, 1918.		
LUMBERING— Steam and operating engineers, Vancouver and other places in British Columbia.	Commenced July 2. Demand for shorter hours and increased pay. Most of companies affected conceded men's demands, but in a few plants the dispute remained unsettled.	1,000	26,000
MINES, SMELTERS AND QUARRIES— Coal miners, Minto, N.B.....	Commenced July 16. Demand for increased wages. Work resumed July 31.	150	1,800
Coal miners, Entwhiste, Alta.....	Commenced July 19. Demand for increased wages. Unterminated...	125	1,250
Coal miners, Wayne, Alta.....	Commenced July 19. Refusal to work on screened coal basis, demanding run-of-mine basis. Unterminated.	24	264
Miners and smeltermen, Anyox, B.C.....	Commenced July 20. Demand for increased wages. Settled by negotiations between the parties. Work resumed July 26.	2,000	10,000
BUILDING AND CONSTRUCTION— Carpenters, Calgary, Alta.....	Commenced July 2. Demand for increased wages. Men returned to work July 9, pending findings of Arbitration Board.	300	1,800
Plumbers, Ottawa, Ont.....	Commenced July 24. Demand for increased wages. Settled by negotiations between the parties. Partial increase granted. Work resumed July 26.	23	46
Plumbers and steamfitters, Toronto, Ont....	Commenced July 6. Demand for increased wages. Unterminated...	39	780
METALS, MACHINERY AND CONVEYANCES— Electrical workers, Vancouver & Victoria, B.C.	Commenced July 2. For increased wages and other working conditions. Settled by arbitration; increase granted. Work resumed July 11.	318	2,862
Electrical workers, Vancouver, B.C.....	Commenced July 14. Alleged discrimination and non-compliance with working agreement by company. Negotiations between the parties resulted in a compromise. Work resumed July 16.	215	430
Metal workers, Winnipeg, Man.....	Commenced July 22. Demand for higher wages. Unterminated....	1,000	3,000

INDUSTRIAL DISPUTES, JULY, 1918 (Continued)

Industry or occupation.	Particulars.	No. of employees affected.	Time loss in working days
Ship caulkers, Victoria, B.C.	Commenced July 11. Protest against working with caulkers trained in caulking school. Settled by Government adjuster appointed under existing agreement between parties; future applicants to pass examination before Board of qualified caulkers. Work resumed July 22.	80	600
Iron shipbuilders, etc., Lauzon, Que.	Commenced July 26. Demand for re-instatement of dismissed employees and for recognition of International Union. Unterminated.	350	1,750
PULP AND PAPER—			
Paper-makers, Iroquois Falls, Ont.	Commenced July 18. Demand for increased wages. Men returned to work at previous rates, July 22.	94	329
Paper-makers, Thorold, Ont.	Commenced July 2. Employees refused to accept scale of wages fixed by United States War Labour Board. Men returned to work at former rates, with some adjustments, on July 8.	525	2,625
Papermakers, Powell River, B.C.	Commenced July 3. Demand for increased wages. Increases granted and work resumed July 7.	.....	.....
Papermakers, Fort Frances, Ont.	Commenced July 13.	.....	.....
Pulp and paper-makers, Hawkesbury, Ont.	Commenced July 29. For increased wages. Unterminated.	500	1,000
PRINTING AND PUBLISHING—			
Printers, Winnipeg, Man.	Commenced July 1. For increased wages and working agreement. Settled by negotiations between the parties; partial increase granted. Work resumed July 5.	250	1,000
CLOTHING—			
Cap-makers, Winnipeg, Man.	Commenced July 17. For increased wages and against alleged discrimination. Unterminated.	8	100
FOOD, TOBACCO AND LIQUORS—			
Cigarmakers, Hamilton, Ont., London, Ont., and Montreal, Que.	Commenced July 10. Employees at Hamilton presented demand for increased wages and one company operating at Hamilton, London and Montreal closed its factories. Employees of another company secured partial increase and resumed work July 30. General strike and lock-out unterminated.	400	7,600
LEATHER—			
Boot and shoe workers, Port Dalhousie, Ont.	Commenced July 2. Demand for increased wages. Some employees secured work elsewhere; others returned at former rates July 8.	71	284
TRANSPORTATION—			
Street railway employees, Vancouver, Victoria and New Westminster, B. C.	Commenced July 2. For an increase in wages and reduction in hours. Settled by arbitration; wages increased and hours reduced. Work resumed July 11.	1,348	12,132
Teamsters, Toronto.	Commenced July 11. Demand for higher wages. Partial increase granted. Work resumed July 19.	135	945
NAVIGATION—			
Pier men, North Sydney, N.S.	Commenced July 4. Demand for increased wages. Settled by negotiations between the parties; no change in rates but company improved working conditions. Work resumed July 22.	29	352
PUBLIC UTILITIES—			
Letter carriers, Montreal, Toronto, Winnipeg and other cities.	Commenced July 22. Demand for increased wages and for Board of Investigation. Government arranged to have differences investigated by Civil Service Commission. Employees at some points returned to work July 25 and all had resumed work July 31.	3,102	12,940
Hydro-electric employees, Niagara Falls, Ont.	Commenced July 22. Against discharge of employees, extra rate for overtime and shorter hours. Compromised; discharged men not reinstated but general advance of 5 cents per hour granted. Work resumed July 31.	18	144
MUNICIPAL EMPLOYMENT—			
Civic labourers, Toronto, Ont.	Commenced July 5. Men claimed that wage increase had not been made retroactive. Employees returned to work pending findings of Arbitration Board. Work resumed July 12.	3,000	18,000

Disputes by Industries

The following is a review of the disputes by industries in the order in which these appear in the preceding statistical table. A brief summary is given of the more important strikes.

Lumbering.—One strike was reported in this group, that of steam and operating engineers in Vancouver and other places throughout British Columbia, where about 1,000 men went on strike for increased wages and shorter hours. At the end of the month nearly all employees had returned to work, their demands having been conceded; in a few plants at Vancouver, Victoria and Ladysmith where about 50 men were concerned the dispute had not been adjusted.

Mining and Smelting. — There were four strikes in existence, chiefly affecting metal mining and smelting; coal mining was little disturbed, there being only three strikes affecting a small number of employees at Minto, N.B., and Entwhistle, and Wayne, Alta. The most important strike was that at Anyox, B.C., where 2,000 metal miners and smeltermen were out for nearly a week.

Building and construction. — There were in all seven strikes in existence during July; most of them affected few employees and at the end of the month there were but three in existence, those of painters and decorators at Calgary, plumbers and steamfitters at Nobel and plumbers and steamfitters at Toronto.

Metals, machinery and conveyances. —The greatest number of strikes occurred in the metals, machinery and conveyances group, there being nine in existence during the month. Several disputes carried over from the previous month and affecting comparatively small numbers of employees were settled during July. The more important strikes in this class during July were those of metal workers at Winnipeg and iron shipbuilders at Lauzon, Que. The strike of metal workers at Winnipeg which commenced July 22 and affected about 45 metal contract shops and automobile repair shops and approximately 1,000 employees, arose from the demands of the Metal Trades Council for increased wages and improved working conditions, the employers with some exceptions refusing compliance. Prior to the strike a Royal Commission was appointed to investigate the difficulty, but after the Commission had commenced its enquiry the men ceased work. The strike was unterminated at the end of the month. At Lauzon, Que., about 350 employees of a shipbuilding firm went on strike over the alleged dismissal by the company of a number of employees because of their membership in a union. The employees had made application for a Board of Conciliation and Investigation and the application was before the Minister. Information, however, having reached the Minister that disputes existed at other shipyards in the Province of Quebec the Minister had under consideration the appointment of a Commission which would deal with the disputes in the Province as a whole. The Commission was appointed a day or two subsequent to the strike at Lauzon. Besides the above mentioned trikes the only other dispute in the metals group unterminated at the month's close was that of machinists at Montreal where only 45 employees were affected.

Pulp and paper. — Several strikes were reported in this group during July, affecting pulp and papermakers at Iroquois Falls, Thorold, Fort Frances and Hawkesbury, Ont., and Powell River, B.C. All were settled at the end of the month with the exception of that at Hawkesbury.

Printing and publishing.—One strike was reported at Winnipeg, where 250 printers secured a partial increase and returned to work after being out a few days.

Clothing.—One small strike affecting eight employees of a cap factory at Winnipeg commenced during July and was unterminated.

Textiles.—There was only one strike on the Departmental record in this group, that of knitting mill operatives at Toronto affecting about 88 employees. This strike was unterminated at the end of the month.

Food, tobacco and liquors. — There were two strikes of cigarmakers in existence during the month and unterminated at its close. One of these strikes commenced prior to July and affected the establishments of one firm at Toronto and Montreal. The other dispute concerned the factories of another firm at London, Hamilton and Montreal and also affected two other firms at Hamilton. One of the latter firms made a compromise with its employees and work was resumed, leaving about 700 employees still on strike or locked out at London, Hamilton, Toronto and Montreal. The other strike in this group affected bakers at Vancouver in the employ of three establishments, which was adjusted at the end of the month.

Leather.—The leather group was disturbed by one brief strike affecting about 70 employees at Port Dalhousie. The strike was terminated within a week of its commencement.

Transportation.—A strike of street railway employees at Vancouver, New Westminster and Victoria, which commenced July 2 and affected about 1,300 employees, was terminated July 11. A Board of Conciliation and Investigation under the Industrial Disputes Investigation Act had been appointed and was sitting at the time of the strike. During May the street railwaymen's organization had given notice to the company that they desired to open negotiations for a new agreement to take the place of the one expiring June 30. During June the company applied for a Board under the Industrial Disputes Investigation Act, which was established and commenced its sittings. The men, however, ceased work July 2. On July 8 the decision of the Board was handed out and recommended certain increases in minimum and maximum rates; the eight-hour day was approved in principle, but it was recommended that its application be postponed during the war. On July 11 after some negotiations between the parties a settlement was reached on the basis of the Board's award with some further concessions to the employees. The only other strike in this group was one of teamsters at Toronto, which affected about 135 men and lasted about a week.

Navigation. — There was only one strike under this head, that of piermen at North Sydney, N.S.; about 30 men were affected and the strike was adjusted after the men had been out a few weeks.

Public utilities.—Two strikes were reported, letter carriers in various cities of the Dominion and hydro-electric employees at Niagara Falls. During July the letter carriers made a demand upon the Government for increased wages and for the payment of certain bonuses which had been voted by Parliament but had not yet been paid. Their demands not having been conceded, the men asked for a Board of Conciliation and Investigation to look into the questions at issue. It was pointed out by the Acting Prime Minister that the Industrial Disputes Investigation Act made no provision for the establishment of Boards of Conciliation and Investigation between the Government and its employees, also that no additional money could be paid without a further vote of Parliament. On July 22 the men ceased work, Toronto, Hamilton, Winnipeg, Vancouver, New Westminster and Victoria being the cities chiefly affected,

though in all about 15 cities were concerned. In a few Western cities the letter carriers were joined by the postal clerks. On July 25 the Government having promised to have the matter looked into by a sub-committee of the Cabinet, the general secretary of the Letter Carriers' Federation advised the various locals to return to work and this course was followed in Eastern cities, but in most of the Western cities the men remained out. On July 31, through the efforts of the Minister of Labour and the Minister of the Interior, who were in Winnipeg and conferred with the parties, the men in Western cities went back to work, on the understanding that their grievances would be investigated by the Civil Service Commission.

Municipal employment.—A strike of civic employees at Toronto, involving about 1,200 men, after the men had been out about a week, was settled by reference of the matters in question to a local arbitration board. The men had asked that a war bonus of $2 per week from April 1 be made retroactive to January 1, and failing this that they be given a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act. The men went on strike July 5. Sometime prior to the strike an application had been received by the Minister of Labour for a Board of Conciliation and Investigation. The application was brought to the attention of the municipal authorities and it was pointed out that although the employer being a municipality the Act was without positive jurisdiction, yet with the mutual consent of the parties to the dispute a Board could be established and the Minister expressed his willingness to have the Board procedure instituted immediately. The municipal authorities, however, declined. The offer was renewed by the Minister on the outbreak of the strike, but consent was still refused. Subsequently it was decided to have the dispute adjusted by a local arbitration board.

Labour Controversies

During the month there were a number of important controversies between employers and employees which received considerable attention in the public press and which threatened at times to develop into strikes. Among these may be mentioned disputes affecting railway shopmen throughout Canada, commercial telegraphers in various cities, and street railway employees at Montreal.

Railway shopmen.—Early in July a committee of the Federated Shop Trades Brotherhood, representing men employed in the mechanical departments of the various Canadian railways, presented demands to the Canada Railway War Board for increased wages for machinists, specialists and helpers of approximately 21 cents per hour and for the eight-hour day. Numerous conferences were held, without, however, any settlement being reached, and for a time it appeared likely that the country would be disturbed by a serious railway strike. Later in the month, after further conferences in which members of the Federal Government took part, the Railway War Board issued an order stating that not later than August 1 and as much earlier as the various wage schedules expired, the so-called McAdoo Award affecting the wages and hours of service of railway employees in the United States would be put into force in Canada, the award to apply to all employees earning less than $3,000 per annum. It was provided, also, that where the McAdoo award would give to any workman less than his present earnings, his present rate would not be interfered with, and that all amendments to the McAdoo schedule would be put into effect in Canada. At the time the Canadian Railway War Board put its order into effect, negotiations were pending between the American railway companies and their employees in regard to further increases under the McAdoo schedule, and shortly after the Canadian order was announced further amendments were made in the United States to the schedule by which

the rates for shopmen were increased. Although details of the new increases had not been given out at the end of the month it was stated that the increase amounted to between 5 and 13 cents an hour higher than the general advance given some months before, though the rates were somewhat less than the employees had asked. Shortly after putting into effect in Canada the rates established by the McAdoo schedule and amendments the Federal Government passed an Order-in-Council permitting railway companies to increase their freight rates by an amount sufficient to meet the increased operating costs under the new wage schedule, the increase in freight rates amounting to approximately 20 per cent. At the end of the month it appeared likely that the shopmen would accept the McAdoo award as amended and that danger of a strike had ended.

Commercial telegraphers. — During July difficulties between the Great Northwestern Telegraph Company and its employees culminated in a cessation of work on July 16, which, however, lasted a few hours only. The difficulty arose over the company's dismissal of two operators who were awaiting trial for the alleged dissemination of news relating to horse races. The men were acquitted of the charge and the union requested their reinstatement with full pay for time lost. The company refused to reinstate the men, and for several weeks it appeared likely that there would be a strike involving not only the Great Northwestern Company but all other telegraphers in Canada. Conferences were held between the parties and the Minister of Labour and the Hon. Senator Robertson, and finally after the men had been on strike for a few hours at Ottawa, Toronto and Montreal, the matter was adjusted by the company agreeing to reinstate the discharged men with full pay for time lost.

Street railway employees, Montreal. —Employees of the Montreal Tramways Company on July 25 secured sanction from the international union to go on strike owing to non-payment of an increase which had been granted them, but which the company delayed paying until it received the sanction of the Quebec Public Utilities Commission to increase its fares. The company finally agreed to pay the increase without waiting for the decision of the Commission and no strike took place.

DECLARATION OF A WAR LABOUR POLICY BY THE DOMINION GOVERNMENT

THE Government, acting upon the recommendation of the Minister of Labour, has recently made a formal declaration of certain principles and policies that should govern the relations between employers and workmen engaged in war production, if industrial peace is to prevail during the period of the war. These views of the Government were embodied in an Order-in-Council, the full text of which in given below.

Text of Order

P. C. 1743.

Report of the Committee of the Privy Council, approved by His Excellency the Governor General on the 11th July, 1918.

The Committee of the Privy Council have had before them a report, dated July, 1918, from the Minister of Labour, representing that industrial unrest during the past few months has become more general than formerly, thus causing serious interruption in some lines of war work, and indications are that it will become more widespread still unless successful efforts be made to check it. This unrest has many causes among which are the

shortage of labour, rapid advance in the cost of many of the necessaries of life, employers denying their workmen the right to organize or to meet them in joint conference to discuss requests for improved conditions or to negotiate adjustments of differences; and in others from too hasty action on the part of workingmen in ignoring the provisions of the Industrial Disputes Investigation Act and in adopting drastic measures before exhausting every reasonable effort to reach a satisfactory settlement. Wages alleged to be inadequate together with length of work day said to be too long, are among other frequent causes of such unrest.

The Minister, realizing the necessity of steady work and close and sympathetic co-operation between employers and employees to secure maximum results from war efforts, is of opinion that the Government should forthwith adopt such means as may seem practicable for the prevention of such interruption during the continuance of the war, whehter caused by lockouts or strikes, and the establishment of such co-operation, while at the same time striving to ensure to the workmen adequate compensation for their labour and reasonable safeguards for their health and safety, and to employers fair and reasonable treatment.

The Minister is further of opinion that a declaration by the Government of a war labour policy, fair and equitable to all concerned, governing relations between employers and workmen in all industries engaged in war work and including all those mentioned in the Industrial Disputes Investigation Act (except railways), and amendments thereto by Parliament or extensions thereof by Order in Council, for the duration of the war, would materially contribute to the attainment of these objects.

The Minister, therefore, recommends that the Governor in Council declare the following principles and policies and urge their adoption upon both employers and workmen for the period of the war:

1. That there should be no strike or lockout during the war.
2. That all employees have the right to organize in trade unions, and this right shall not be denied or interfered with in any manner whatsoever, and through their chosen representatives should be permitted and encouraged to negotiate with employers concerning working conditions, rates of pay, or other grievances.
3. That employers shall have the right to organize in associations or groups, and this right shall not be denied or interfered with by workers in any manner whatsoever.
4. That employers should not discharge or refuse to employ workers merely by reason of membership in trade unions or for legitimate trade union activities outside working hours.
5. That workers in the exercise of their right to organize shall use neither coercion nor intimidation of any kind to influence any person to join their organizations or employers to bargain or deal therewith.
6. That in establishments where the union shop exists by an agreement the same shall continue and the union standards as to wages, hours of labour and other conditions of employment shall be maintained.
7. That in establishments where union and non-union men and women now work together, and the employer meets only with employees or representatives engaged in such establishments, the continuance of such conditions shall not be deemed a grievance.

   This declaration, however, is not intended in any manner to deny the right, or discourage the practice of forming labour unions, or the joining of the same by workers in said establishments as aforesaid, nor to prevent a Board of Conciliation or other body or adjuster from recommending improvements in the matter of wages, hours of labour, or other conditions, as shall from time to time be found desirable.
8. That established safeguards and regulations for the protection of health and safety of workers shall not be relaxed.
9. That all workers, including common laborers, shall be entitled to a wage ample to enable them with thrift to maintain themselves and families in decency and comfort, and to make reasonable provision for old age.
10. That in fixing wages, minimum rates of pay should be established.
11. That women on work ordinarily performed by men should be allowed equal pay for equal work and should not be allotted tasks disproportionate to their strength.
12. That in all cases where eight hours is by law or agreement the basic day, it shall so continue. In all other cases the question of hours of labour should be settled with due regard to governmental necessities and the welfare, health and proper comfort of the workers.
13. That a maximum production from all war industries should be sought and methods of works and operation on the part of employers or workers which operate to delay or limit production or which tend to artificially increase the cost thereof should be discouraged.

14. That for the purpose of mobilizing the available labour supply with a view to its rapid and effective distribution as well as constant employment, the Managers and Operators of industrial establishments and the trade unions concerned should keep Provincial or Municipal Employment Agencies and the Canada Registration Board fully informed as to labour required or available. Those agencies should be given opportunity to aid in the distribution of labour.

15. That in fixing wages, hours and conditions of labour regard should be had to the labour standards, wage scales, and other conditions, prevailing in the locality affected, always mindful, however, of the necessity of payment of living wages.

16. That to better preserve industrial peace during the war, employers and employees should, after once establishing an agreement as to wages and working conditions, agree to its continuance during the war, subject only to such changes in rates of pay as fluctuation in cost of living may justify.

17. That when employers and employees are unable to arrive at a mutual agreement concerning any existing dispute, unless some other means of settlement is agreed upon by the parties, they should use the machinery provided for in the Industrial Disputes Investigation Act in an endeavour to reach an adjustment.

Should the recommendation of the Board of Conciliation not be accepted either party may appeal to the Board of Appeal who shall review the findings of the Board of Conciliation and hear such further evidence as either party to the dispute may desire to submit at their own expense, the decision of the Board of Appeal to be final.

Any settlement of a dispute referred to the Board of Conciliation, or carried in appeal to the Board of Appeal, shall be effective not later than the date on which the application for a Board of Conciliation was filed.

The Board of Appeal shall be composed of two representatives of labour nominated by the Executive Council of the Trades and Labour Congress of Canada, two representatives of the employers, nominated by the Executive of the Canadian Manufacturers Association, and a Chairman nominated by the said members of the Board, or, in case of failure to agree upon a Chairman, then the Minister of Labour shall appoint such Chairman.

The Minister further recommends that the Minister of Labour be authorized to make regulations governing procedure on appeal provided for by paragraph 17 of the above recommendations.

The Committee concur in the foregoing recommendations, and submit the same for Your Excellency's approval.

RODOLPHE BOUDREAU,
Clerk of Privy Council.

As soon as the policies outlined in the recommendations to council were approved, action was taken towards putting them into effect; and details are given below as to what has been done up to the present in this direction.

Board of Appeal Created

The Board of Appeal, provided for in paragraph 17 of the above Order-in-Council, to hear appeals from recommendations made by Conciliation Boards, is now in process of formation. At the request of the Minister of Labour, the Council of the Trades and Labour Congress of Canada have nominated John W. Bruce, of Toronto, and Gustave Francq, of Montreal, as the representatives of labour on the Board; and the executive of the Canadian Manufacturers' Association have nominated S. R. Parsons, of the British American Oil Company, Toronto, and G. H. Duggan, of the Dominion Shipbuilding Company, Montreal, as the representatives of the employers. The above nominations have been confirmed by the Minister; but the chairman of the Board has not yet been appointed.

This Board of Appeal will not deal with matters arising out of disputes between the railway companies and their employees.

Railway Board of Adjustment, No. 1

For the benefit of the railways and their train service employees a Board has been formed, known as the Railway Board of Adjustment No. 1. This Board consists of six representatives of the rail-

way companies and six representatives of labour, one for each of the railway brotherhoods. The personnel of the Board, at present, is as follows:

For the railway companies: U. E. Gillen, vice-president, Grand Trunk Railway; A. D. MacTier, general manager of eastern lines, Canadian Pacific Railway; F. P. Brady, general manager of western lines, Canadian Government Railways; S. J. Hungerford, general manager, Canadian Northern Railway; George Hodge, eastern lines, Canadian Pacific Railway; A. J. Hills, Canadian Northern Railway.

For the brotherhoods: S. N. Berry, vice-president, Order of Railway Conductors; Ash Kennedy, Brotherhood of Locomotive Engineers; J. M. Mein, deputy president, Order of Railroad Telegraphers; James Murdock, vice-president, Brotherhood of Railroad Trainmen; W. V. Turnbull, vice-president, International Brotherhood of Maintenance of Way Employees.

In the event of the members of the Board being evenly divided in opinion, then, either the Board itself or the Minister of Railways and Canals shall appoint a referee whose decision shall be binding.

The Board will commence work at once on the details in connection with the application of the McAdoo scale of wages.

Labour Sub-committee of the Reconstruction and Development Committee

In order that the Reconstruction and Development Committee of the cabinet may keep in closer touch with labour conditions throughout the Dominion, a sub-committee on labour has been added.

It will be the duty of the Labour Sub-Committee to investigate the social and economic conditions of the workers of Canada; and to recommend for the consideration of the reconstruction committee, policies and measures to be adopted in respect of labour problems both during the war and in the reconstruction period to follow. In conducting its investigations, the sub-committee will co-operate with and, as far as possible, utilize the machinery of the Department of Labour. The members of the Labour Sub-Committee are as follows:

Hon. G. D. Robertson, chairman; Hon. T. W. Crothers, Minister of Labour; Prof. R. M. MacIver, of the University of Toronto; Herbert J. Daly, manufacturer and merchant, of Toronto; J. C. Watters, president of the Trades and Labour Congress of Canada; and Calvin Lawrence, legislative representative of the Brotherhood of Locomotive Engineers. Gerald H. Brown, secretary of the Reconstruction and Development Committee, has been appointed to serve also as secretary of the Labour Committee.

ACTIVITIES OF THE WAR LABOUR BOARD, THE LABOUR POLICIES BOARD AND THE FEDERAL EMPLOYMENT SERVICE IN THE UNITED STATES

In the July issue of the Labour Gazette (pages 530 and 538) an account was given of the creation and initial activities of the War Labour Board and the Labour Policies Board in the United States. The present article gives an account of the further proceedings of these Boards, together with those of the Employment Service of the Department of Labour.

War Labour Board

Shortly after its formation, the War Labour Board (sometimes spoken of as the Taft-Walsh Board) was notified by the National Association of Manufacturers that that organization had placed itself on record as being in favour of the policies and principles adopted by the Board and approved by President Wilson; and that it had urged its members to co-operate with the Board, so that its

aims and purposes may be effectuated in their respective industries for the duration of the war. Gratification was expressed by Messrs. Taft and Walsh, joint chairmen of the Board, that such an association should follow the lead of organized labour in "so whole-heartedly pledging support to the great principles upon which the Government had set out to adjust differences arising in the field of industrial relations."

Considerable trouble having existed for some time between the street railway companies of Chicago, Newark, N.J., Scranton, Pa., Portland, Ore., and elsewhere, and their employees in regard to wages, it was eventually agreed to by all parties to the dispute that the adoption of a definite policy was necessary; and that, therefore, the whole question should be referred to the War Labour Board for its decision and ruling. This was done, and Messrs. Taft and Walsh were appointed as a section of the Board with full power to make decisions. During the hearings that have ensued, the street railway corporations, almost without exception, agreed that the increased cost of living necessitated a general wage increase to their employees; but, almost invariably, the corporations protested their inability to meet demands for increased wages unless they were allowed to increase their fares. Counsel on both sides held that the President of the United States has ample power and authority under existing law to assume control of the electric railway systems of the country to the extent of regulating fares for the duration of the war. This opinion was also held by Messrs. Taft and Walsh, who announced that they would not hesitate to ask the President to invoke such powers if it should be shown that the granting of wage increases would threaten the solvency of the operating companies; but they also held that, "the question of providing a fair and living wage for the workers had priority over all other questions, including the financial conditions of the companies." The hearing is still in progress, but a speedy decision is expected.

The General Electric Company and its 21,000 employees at Schenectady and Pittsfield, Mass., have also agreed to submit their differences to Messrs. Taft and Walsh and to be bound by their decision, whatever it may be. The demands of the workers at Schenectady are: a 25 per cent increase in wages throughout the plant; the application of the basic eight hour day; modification of the physical test; equal pay for equal work, whether performed by men or by women. About 2,800 women are employed in the plant. At the preliminary hearing it was brought out that the men had voted to go out on strike, but had reconsidered their action when they were assured that the matter would be taken before the War Labour Board.

At the Pittsfield plant of the General Electric Company it has been the practice to submit individual contracts to the men at the time they were employed. One of the principal demands of the men was that the individual contract should be abolished and that a system be established by which the workers can deal collectively with the company. The order of the Board is that all existing individual contracts shall be eliminated and that the company shall make none in the future. The staff of the War Labour Board will devise a system of election by which workers may choose committees to represent them in dealing with the company. Up to the present the company has not recognized either committees or individuals representing groups of the workers. The wage dispute which forms a part of the controversy at Pittsfield will be adjusted by the Board at the same time as that at Schenectady.

As a result of a recent strike of 10,000 skilled workers in Bridgeport, Conn., the entire existing system of industrial relations in Bridgeport, affecting 53 employing firms and corporations and more than 50,000 workers, has been turned over to a section of the War Labour Board for such changes, corrections or improvements as, after a thorough investigation, it sees fit to make. "This

blanket authority to revise the existing system at Bridgeport," says the Official Bulletin for July 5, "was given to the Board when the employers of the city, most of whom were not affected by the recent strike, made known their belief that it would lead to further instability and unrest in the district if an award involving increased wages and improved working conditions were made in favour of machinists and some other skilled workers in a restricted number of plants. The remainder of the working population, the employers felt, would undoubtedly formulate demands of their own and set out upon a campaign to realize them. Consequently, the employers asked that the Board extend its inquiry to take in the conditions prevailing throughout all of the plants and that such award or decision as it finally arrives at be made applicable to the entire industrial life of the community. Moreover, each of the employing companies signed an agreement binding it to abide by whatever decision is ultimately reached."

One of the grievances of the workers was that employers in Bridgeport maintained a so-called "black list." The Board without hearing testimony on this point pronounced that discriminatory practices against union workmen were forbidden by the principles and policies of the Board by which both capital and labour had consented to be governed. The employers were then asked to reinstate any men the reason for whose discharge had been given on the employers' cards as "belonging to the union." This the employers promised to do. The industries of Bridgeport are almost exclusively engaged upon war production and the award of the Board, when made, will affect nearly 90 per cent of the industrial population of the town.

Other disputes concerning wages, the basic eight hour day, and discriminatory practices are also receiving the attention of the War Labour Board.

Labour Policies Board

At the present time there is hardly a munition plant or shipyard in the United States that is not eagerly seeking for additional workers, and the high wages that are being offered in consequence has caused an abnormal turnover of labour engaged in essential war industries. Thousands of workers are moving from factory to factory and from State to State to secure employment where higher wages are offered; and, as a result, competition among the employers has continued to increase to the extent that even the production departments of the Government have been forced into competition against one another. The demand for common labour is especially acute. And yet the records of the Department of Labour show that from 25 to 40 per cent of the common labour available is not productively employed; that there is such a constant movement of men from place to place as a result of the special inducements offered for their services that they are merely encumbering the railroads and producing nothing.

The problem of how to prevent this increasing competition and waste of labour was given to the Labour Policies Board for solution. The Board, after consideration, recommended that that part of the problem connected with the recruiting of labour should be undertaken by the Employment Service of the Department of Labour, and allocated to itself the task of preparing a standardized scale of wages and working conditions for both skilled and unskilled workers engaged in war production. The Board has not yet completed its study of the question, but in the meantime it has urgently requested the various departments and boards represented on it to refrain from making changes in standardization pending the standardization now under consideration.

In regard to the employment of women, the Board has recommended the

further introduction of women into occupations easily filled by them, thereby releasing additional men for war production; but that women should not be employed to replace men in occupations or places of employment clearly unfit for women owing to physical or moral conditions, as, for instance, bar-rooms, pool-rooms, in or about mines, smelters, quarries, or furnace work in glass works, etc. In addition, girls under 21 years of age should not be employed in occupations or places of employment clearly unfit for them owing to their youth, as for instance in the public messenger service, in street car, elevated, and subway transportation service, as elevator operators, as bell boys in hotels and clubs, etc.

The Board further recommends as follows: The introduction of women into war industries or into employments involving special hazards such as the use of industrial poisons, should be guided by the standards as to health, comfort and safety set up from time to time by the War Labour Policies Board, in addition to the standards already defined by the Federal Government and by State labour departments. The introduction of women into new occupations such as street railway service, public messenger service, etc., should be guided by regulations concerning hours of labour, night work, etc., such, for instance, as those adopted by the Industrial Commission of Wisconsin for street railway service and by the legislature of New York State for messenger service. The recruiting of mothers of young children for war industries should be discouraged. The introduction of women into positions hitherto filled by men should not be made a pretext for unnecessarily displacing men. Services of the Division of Women in Industry should be sought by employers to advise on best methods of introducing women, and the working conditions which should be established. Older men should be more generally employed. They constitute a largely unused labour reserve. In the past they have been considered superannuated at early ages. It is estimated that since the war began the maximum age of engaging men has advanced 10 to 12 years —that is, from about 38 to 50. It has been found that tasks can be graded for these workers according to their strength, and that work unsuitable for women, especially at night, can be performed by them. In many trades their experience is an asset which offsets less physical strength. Thus the productive power of this large class, now wasted, can be utilized.

All the above recommendations have been approved by the production and distribution agencies of the Government.

In regard to the employment of children the Board recommends, and the production departments of the Government have ordered, that "a contractor shall not directly or indirectly employ in the performance of his contract any minor under the age of 14 years, or permit any minor between the age of 14 and 16 years to work more than eight hours in any one day, more than six days in any one week, or before 6 a.m. or after 7 p.m."

The use of prison labour by contractors is not allowed.

Federal Employment Service

As a result of the Labour Policies Board's recommendation, the Employment Service[1] of the Department of Labour is preparing an approximate statement of the common labour requirements of war industries throughout the country for the next three months, and of the common labour resources in each State which may be utilized for war production. The information as to the amount of labour required is being furnished by the industries on a special form issued to each industry through the particular Government department with which its contract is placed; while the estimate of the number of unskilled

[1]See issues of GAZETTE for October, 1917, page 768; February, 1918, page 148, and April, 1918, page 233.

labourers not engaged in war work is being made through the Employment Service of the various states and through other agencies.

Acting on the advice of the Labour Policies Board, President Wilson has ordered that, after August 1, the exclusive centralization of recruiting for common labour shall be vested in the federal Employment Service. This order refers only to manufacturers engaged on war contracts and employing over 100 workers; non-war industries are affected only indirectly. But non-war industries must not offer superior inducements or otherwise prevent the transfer of workers urgently needed for war production, or in any way attempt to compete with the Government for labour.

For the purpose of assisting the federal Employment Service in its task there will be established (1) in each State an advisory board, to be known as the State Advisory Board of the United States Employment Service; (2) in each city or town a labour board, to be known as the Federal Community Labour Board; and (3) a State organization committee to establish the State Advisory Board and the Federal Community Labour Boards, to be known as the State Organization Committee of the United States Employment Service. In selecting the personnel of these boards the Employment Service will see that employers and workers are equally represented. So that, therefore, the plan of the three systems of boards and the equal representation of capital and labour, will give the employers and workers in each State and community a voice in the operation of the labour recruiting and distributing machinery of the federal Employment Service.

While the ban against private labour recruiting for the present applies only to unskilled labour, it must eventually include skilled labour also, and steps are already being taken by the Employment Service to meet the situation when it arises. It might be added that in its mobilization of machinists the Employment Service is receiving the co-operation of the International Association of Machinists, which is putting its whole weight behind the war labour programme; also that employers in several cities have promised their whole-hearted support.

THE FEDERAL TRADE COMMISSION'S REPORT ON PROFITEERING IN THE UNITED STATES

THE United States Senate, in a recent resolution, directed the Federal Trade Commission to furnish all the information in its possession relative to profiteering that would in any way enable Congress to deal with the matter. The Federal Commission has, accordingly, submitted to the Senate a report upon its investigations into the methods of price fixing, based upon the information obtained by it while engaged in the work for which it was created, viz.: (1) Cost-finding for the Food and Fuel Administrations, the War Industries Board and other executive departments; (2) Industrial Surveys made at the direction of the President and upon the Commission's own initiative; (3) Enforcement of the law against unfair competition.

At the outset the Trade Commission states that it has reason to know that profiteering exists, and attributes this partially "to inordinate greed and barefaced fraud," and partially to the "high fixed price" method of fixing a price for the whole industry based on costs at the plant where costs are highest. This

method of price-fixing results in exorbitant profits to the low cost producers.

"The outstanding revelation which accompanies the work of cost finding," says the report, "is the heavy profit made by the low cost concern under a governmental fixed price for the whole country. . . . In the case of basic metals, as in steel, when the Government announced a fixed price it was so high that it would insure and stimulate production. This has resulted in giving a wide range of profits. Under the device of cost plus a margin of profit these profits are necessarily great in the case of the low cost mills. Thus, while the market was prevented from running away, as it would have done undoubtedly if it had not been regulated by a fixed price, the stronger factors in the industry are further strengthened in their position and enriched by profits which are without precedent."

"The outstanding fact in the industrial surveys which the Commission has recently made," says the report, "is the heavy profit made by the meat packers and by those allied with them and by the flour millers."

In the case of flour milling, the report shows that although a Government-fixed price for wheat and an allowance of maximum margin of profit over cost on flour did stabilize the price somewhat, yet, owing to a lack of definition as to what constitutes manufacturing cost, the profits resulting continue to be heavy. "Before the Government interfered," says the report, "flour sold in 1917 with an average profit as high as 52 cents a barrel. After the fixation of the price of wheat and the determination of a maximum profit of 25 cents per barrel of flour, the very high average profit per barrel dropped toward the maximum. Where this decline in price did not bring the price down to the maximum—that is, where the millers continued to exceed the Government maximum, as they did in many instances—many of the millers were actuated by the hope that they would be allowed to include income and excess profit taxes in their costs and pass these on to the consumer. However, if there had been a fairly general compliance with the maximum of 25 cents the profits of the least efficient mills would have been considerable and those of the most efficient mills proportionately heavier. To the extent that the maximum price was exceeded the profits were larger and in general were in fact very great."

Experience with steel and coal also shows that "a high fixed price, while stabilizing an ascending market, produces an economic situation which is fraught with hardship to the consuming public and with ultimate peril to the high-cost companies through increasing the power of their low-cost competitors."

The Commission also points out that in cases where the Government fixes a definite margin of profit above costs, it thereby provides an incentive to companies to juggle their accounts in such a way as to make them show a fictitiously high statement of costs and so add to the volume of profits. "Increase of costs showing on the producers' books can be accomplished," says the report, "in various ways. The item of depreciation can be padded. Officers' salaries can be increased. Interest on investment can be included in cost. New construction can be recorded as repairs. Fic-

titious valuations on raw material can be added, and inventories can be manipulated."

The Commission in support of these statements cites the instance of a Kansas City milling company. "This company," says the report, "padded its costs by heavily increasing all its officers' salaries and manipulating the inventory value of flour bags on hand. As evidence of the length to which padding can be carried, it may be added that this company even included in its costs the gift of an automobile, which it charged to advertising expense. In this case the Federal Trade Commission recommended to the Food Administration that the company's license be revoked, and the recommendation was carried out.

Unlike the situation in steel, flour and coal, no price has been fixed upon petroleum and its products by the Government; but, nevertheless, the situation in the petroleum field is also the subject of criticism by the Trade Commission. In fact, the report—in one single sentence—condemns as devices to prevent inordinate profits both high-price fixing and the leaving of prices uncontrolled when it says that a market under the control of such a dominating factor as Standard Oil "can be one of huge profits without the device of the high fixed price." The Commission points out that when prices remain uncontrolled large profits may eventuate through the bidding up of prices by anxious buyers. Prices may also be forced up by spreading false and misleading information concerning the condition of supply and demand. "Reports have been circulated that the supply of gasoline was endangered for the purpose of maintaining the high price of that product and the heavy profits from it. At different stages of the oil industry different products of petroleum have yielded the heavy profits. Kerosene was once the chief profit producer. Gasoline followed and superseded it as the chief producer of profits. Enormous profits are now being made in fuel oil, with the advantage to the refiner that the high price of that product meets no popular challenge. Gasoline is maintained at its present high price and produces heavy profits for the low-cost refiners."

The Commission makes no specific recommendations bearing upon the elimination of profiteering, except to quote President Wilson, where he says: "The profiteering that cannot be got at by the restraints of conscience and love of country can be got at by taxation. There is such profiteering now and the information with regard to it is available and indisputable."

REPORTS OF EMPLOYMENT OFFICES

During June there was a decrease of nearly 8 per cent in the demand for labour as compared with May on the basis of the daily average of vacancies notified to 110 employment offices (81 commercial, 17 public and 12 philanthropic). As compared with the demand reported for June of last year by practically identical offices, there was an increase of almost 4 per cent. The total

number of vacancies notified to all offices in June was 36,946, a daily average of 1510.6, as compared with 1638.5 in May, 1918, and with 1457.5 in June, 1917. The number of persons placed was 16,718, a daily average of 666.1, as compared with averages of 685.1 and 723.7 in the preceding month and in June of last year. The proportion of the total vacancies filled to the total vacancies notified was 44.1 per cent, as compared with 41.8 per cent in May and with 49.7 per cent in June, 1917.

As to employment for woman and girl workers, the number of vacancies notified was 6,497, a daily average of 259.0 as compared with 258.4 in May and with 259.7 in June, 1917. The number of such workers placed was 2,210, a daily average of 90.7, as compared with 88.5 in May and with 95.2 in the corresponding period of 1917. The proportion of vacancies filled to vacancies notified for men and boys was 47.6 per cent, and for women and girls 34.0 per cent, as compared with 41.6 per cent and 36.4 per cent, respectively, for May, and with 51.9 per cent and 35.4 per cent, respectively, for June, 1917.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Edmonton showed increases in the demand for labour both as compared with May, 1918, and with June, 1917. Toronto and Vancouver recorded declines as compared with the preceding month and gains as compared with the same month of last year, while Montreal and Winnipeg reported decreases in both cases. Of the smaller centres, Ottawa and Hamilton showed increases both as compared with May, 1918, and with June, 1917.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 2,162, a daily average of 86.2, as compared with averages of 76.9 in May and 76.1 in June, 1917. The number of casual jobs secured was 4,646, a daily average of 191.2, as compared with averages of 230.7 in the preceding month and with 168.9 in June of last year.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED JUNE 30, 1918

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**204**	**29**	..	...	**233**	**811**	**52**	..	...	**863**
Halifax	2	....	..	...	2	2	....	..	...	2
Quebec	13	....	..	...	13	13	....	..	...	13
Montreal	30	....	..	...	30	247	....	..	...	247
Ottawa	10	2	..	...	12	19	3	..	...	22
Toronto	90	....	..	...	90	347	....	..	...	347
Hamilton	7	1	..	...	8	14	1	..	...	15
London	4	....	..	...	4	5	....	..	...	5
Winnipeg	12	12	..	...	24	28	29	..	...	57
Calgary	22	11	..	...	33	44	16	..	...	60
Edmonton	7	3	..	...	10	55	3	..	...	58
Vancouver	7	....	..	...	7	37	....	..	...	37
Y.W.C.A.	...	**97**	..	**90**	**187**	....	**180**	..	**90**	**270**
Saskatoon	...	32	..	...	32	....	92	..	...	92
Calgary	...	39	..	...	39	....	39	..	...	39
Edmonton	...	8	..	...	8	....	13	..	...	13
New Westminster	...	2	..	90	92	....	10	..	90	100
Victoria	...	16	..	...	16	....	26	..	...	26
Miscellaneous	**407**	**1311**	**8**	**16**	**1742**	**963**	**2538**	**8**	**14**	**3523**
Montreal Municipal	113	....	..	...	113	113	....	..	...	113
Montreal Directorate of Female Immigration	...	3	..	...	3	....	3	..	...	3
Montreal Catholic Social Service Guild	2	43	1	...	46	2	43	1	...	46
Toronto Provincial	...	45	..	...	45	....	1093	..	...	1093
Toronto Municipal	26	....	..	...	26	78	....	..	...	78
Brantford Provincial	11	12	7	10	40	11	12	7	10	40
London Provincial	4	43	..	...	47	4	107	..	...	111
Hamilton Provincial	1	11	..	...	12	1	11	..	...	12
St. Thomas Provincial	5	11	..	4	20	5	11	..	4	20
Winnipeg Municipal	87	683	..	...	770	551	683	..	...	1234
Saskatoon Provincial	3	....	..	...	3	20	....	..	...	20
Vancouver Municipal	155	462	..	...	617	178	575	..	...	753
Total	**611**	**1437**	**8**	**106**	**2162**	**1774**	**2770**	**8**	**104**	**4656**
Daily average—										
May, 1918	...	....	..	...	**76.9**	....	....	..	...	**230.7**
June, 1918	...	....	..	...	**86.2**	....	....	..	...	**191.2**
June, 1917	...	....	..	...	**76.1**	....	....	..	...	**168.9**

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED JUNE 30, 1918.

OFFICES	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average May, 1918	Daily Average June, 1918	Daily Average June, 1917	Men	Women	Boys	Girls	Total	Daily Average May, 1918	Daily Average June, 1918	Daily Average June, 1917
Halifax—Commercial (2)	17	31	7	9	64	1.96	2.72	5.04	13	20	3	4	40	1.54	1.68	2.01
St. John—Commercial (2)	50	6	...	6	62	3.73	2.58	.....	10	1	....	2	13	.55	.54	.....
Quebec—Provincial	200	7	...	1	208	12.68	9.04	4.96	149	8	....	1	158	4.04	6.87	4.96
Sherbrooke	129	.....	...	36	165	7.08	6.88	1.79	73	....	....	27	100	1.92	4.17	1.79
Provincial	129	.....	...	36	165	7.08	6.88	1.79	73	....	....	27	100	1.92	4.17	1.79
Y.W.C.A.	.....	.....	...	....	.....	.23	.....	.39	.....	....	....	....	.....	.08	.....	.04
Montreal	4342	370	5	51	4768	248.02	195.67	267.75	2701	60	4	8	2773	92.60	112.78	98.74
Provincial	386	98	...	....	484	28.36	21.04	35.13	187	13	....	....	200	10.60	8.70	12.58
Municipal	243	5	...	....	248	15.62	10.78	12.12	232	1	....	....	233	13.76	10.13	11.20
Catholic Social Service Guild	4	37	1	3	45	1.73	1.88	2.00	5	23	2	1	31	1.38	1.29	.78
Directorate of Female Immigration	2	72	...	....	74	4.77	2.96	2.92	.....	14	....	....	14	69	.56	.27
Commercial (10)	3707	158	4	48	3917	197.54	159.01	215.58	2277	9	2	7	2295	66.17	92.10	73.91
Ottawa	1492	61	105	46	1704	45.73	75.67	65.15	925	47	105	4	1081	37.38	46.41	46.82
Provincial	750	45	105	....	900	30.15	39.13	33.28	750	45	105	....	900	30.15	39.13	33.28
Y.W.C.A.	.....	11	...	10	21	.63	.84	.77	.....	2	....	1	3	.12	.12	.38
Women's Hostel	.....	.....	...	34	34	1.03	1.13	.23	.....	....	....	3	3	.15	.10	.23
Commercial (5)	742	5	...	2	749	13.92	34.57	31.87	175	....	....	....	175	6.96	7.06	12.93
Toronto	4095	874	23	16	5008	253.73	208.68	171.89	2577	500	21	7	3105	135.68	125.54	126.50
Provincial	623	584	...	....	1207	94.08	50.31	45.54	600	334	....	....	984	40.25	38.54	36.46
Municipal	1014	.....	3	....	1017	38.38	46.80	31.77	785	....	2	....	787	32.62	31.48	24.12
Commercial (6)	2458	290	20	16	2784	121.27	111.57	94.58	1192	166	19	7	1384	58.81	55.52	65.92
Hamilton—Provincial	767	173	39	....	979	24.35	39.16	13.96	56	146	115	16	333	5.35	13.32	8.77
London—Provincial	155	152	...	....	307	13.38	12.28	8.46	92	100	....	....	192	7.00	7.68	3.46
Brantford—Provincial	81	11	18	31	141	3.48	5.64	8.44	56	11	14	15	96	2.50	3.84	7.16
Kitchener—Provincial	31	.....	3	4	38	1.92	1.52	1.56	23	....	2	3	28	1.36	1.12	.92
St. Thomas—Provincial	64	20	1	20	105	4.65	4.20	2.65	32	12	3	4	51	1.42	2.04	1.08
Walkerville—Provincial	29	1	25	1	56	1.44	2.24	1.96	29	1	22	1	53	1.44	2.12	1.92
Fort William & Port Arthur—Commercial (5)	1713	2	...	1	1716	83.67	76.40	55.02	442	....	....	....	442	33.59	18.16	28.11
Winnipeg	5350	1967	54	256	7627	364.35	307.36	337.69	1580	502	13	21	2116	97.64	73.72	115.04
Municipal	93	185	...	6	284	10.04	10.92	11.46	59	75	....	5	139	5.42	5.35	6.77
Girl's Home of Welcome	.....	30	...	30	60	1.70	2.40	3.92	.....	6	....	6	12	.70	.48	.92
Commercial (10)	5257	1752	54	220	7283	352.61	294.04	322.31	1521	421	13	10	1965	91.52	67.89	107.35
Brandon	275	85	11	50	421	14.24	16.82	16.98	119	20	....	10	149	4.81	5.96	6.79
Y.W.C.A.	.....	5	...	....	5	.50	.20	.63	.....	4	....	....	4	.11	.16	.17
Commercial (3)	275	80	11	50	416	13.74	16.60	16.35	119	16	....	10	145	4.70	5.80	6.62
Regina	517	121	4	99	741	33.46	29.63	31.85	477	32	9	36	554	19.00	22.19	17.80
Y.W.C.A.	.....	4	...	....	4	.04	.15	.35	.....	4	....	....	4	.04	.15	.07
Commercial (4)	517	117	4	99	737	33.42	29.48	31.50	477	28	9	36	550	18.96	22.04	17.73
Saskatoon	615	161	8	78	862	33.46	34.92	52.36	478	56	4	35	573	23.71	23.23	31.39
Provincial	290	17	2	25	334	12.73	13.36	17.76	224	13	2	14	253	11.12	10.12	11.40
Y.W.C.A.	.....	100	...	38	138	4.00	5.52	4.52	.....	20	....	7	27	.74	1.08	.76
Commercial (2)	325	44	6	15	390	16.73	16.04	30.08	254	23	2	14	293	11.85	12.03	19.23
Calgary	1722	192	40	4	1958	102.86	78.24	83.92	1171	46	6	4	1227	42.63	49.08	61.79
Y.W.C.A.	.....	52	...	....	52	2.29	2.08	2.50	.....	3	....	....	3	.22	.12	.58
Commercial (5)	1722	140	40	4	1906	100.57	76.16	81.42	1171	43	6	4	1224	42.41	48.96	61.21
Edmonton	4621	379	34	233	5267	183.17	210.68	144.42	1056	65	6	22	1149	61.95	45.96	69.23
Y.W.C.A.	.....	69	...	....	69	2.50	2.76	1.65	.....	4	....	....	4	.27	.16	.23
Commercial (10)	4621	310	34	233	5198	180.67	207.92	142.77	1056	61	6	22	1145	61.68	45.80	69.00
New Westminster	14	18	...	9	41	1.23	1.71	.84	9	1	....	9	19	.58	.80	.12
Municipal	14	6	...	....	20	.85	.83	.84	9	....	....	....	9	.50	.38	.12
Y.W.C.A.	.....	12	...	9	21	.38	.88	.....	.....	1	....	9	10	.08	.42	.....
Vancouver	3684	364	15	305	4369	184.43	174.96	168.52	2030	157	8	124	2319	102.08	92.98	83.27
Municipal	76	40	2	....	118	6.12	4.92	7.60	76	4	2	....	82	4.00	3.42	2.92
Commercial (10)	3608	324	13	306	4251	178.31	170.04	160.92	1954	153	6	124	2237	98.08	89.56	80.35
Victoria	89	189	5	56	339	15.45	13.56	12.31	71	42	4	30	147	6.36	5.88	6.04
Y.W.C.A.	.....	75	...	....	75	3.72	3.00	.23	.....	7	....	....	7	.32	.28	.23
Commercial (7)	89	114	5	56	264	11.73	10.56	12.08	71	35	4	30	140	6.04	5.60	5.81
Total (23 centres)	30052	5184	397	1313	35946	1638.47	1510.56	1457.52	14169	1827	339	383	16718	685.13	666.07	723.71

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in 35 cities, showed an increase during July as compared with the previous month, the total value of building permits rising from $3,667,399 in June to $5,863,834 in July, an increase of $2,196,435 or 59.9 per cent. All the provinces, except Manitoba and Saskatchewan, recorded increases, those in Ontario, Quebec, New Brunswick and British Columbia being especially noteworthy. As compared with the corresponding month of 1917, there was an

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES

City	June, 1918	July, 1918	July, 1917	July, 1918, compared with June, 1918 (Increase (+) Decrease (—)) Amount	Per cent	July, 1918, compared with July, 1917 Increase (+) Decrease (—) Amount	Per cent
Nova Scotia	**$259,479**	**$419,652**	**$99,223**	**+ $160,173**	**+ 61.73**	**+ $320,429**	**+ 322.93**
Halifax	200,086	388,158	56,840	+ 188,072	+ 93.99	+ 331,314	+ 582.89
Sydney	59,393	31,494	42,383	— 27,899	— 47.01	— 10,889	— 25.69
New Brunswick	**24,155**	**106,473**	**39,506**	**+ 82,318**	**+ 340.79**	**+ 66,973**	**+ 169.55**
Moncton	21,905	19,475	32,400	— 2,430	— 11.09	— 12,925	— 39.89
St. John	2,250	86,998	7,100	+ 84,748	+ 3766.58	+ 79,898	+ 1125.32
Quebec	**440,726**	**1,088,070**	**1,583,641**	**+ 647,344**	**+ 146.88**	**— 495,571**	**— 31.29**
Montreal-Maisonneuve	297,560	610,045	1,044,295	+ 312,485	+ 105.02	— 434,250	— 41.58
Quebec	48,300	236,875	448,956	+ 188,575	+ 390.42	— 212,081	— 47.24
Sherbrooke	8,300	50,000	66,900	+ 41,700	+ 502.41	— 16,900	— 25.26
Three Rivers	76,200	85,300	19,340	+ 9,100	+ 11.94	+ 65,960	+ 341.06
Westmount	10,366	105,850	4,150	+ 95,484	+ 921.12	+ 101,700	+ 2450.60
Ontario	**1,926,599**	**3,404,716**	**2,440,175**	**+ 1,478,117**	**+ 71.53**	**+ 964,541**	**+ 39.52**
Brantford	55,235	105,045	7,425	+ 49,810	+ 90.18	+ 97,620	+ 1314.75
Fort William	158,500	104,930	4,600	— 53,570	— 33.74	+ 100,330	+ 2181.09
Guelph	8,993	7,565	11,734	— 1,428	— 15.88	— 4,169	— 35.53
Hamilton	273,653	168,780	236,415	— 104,873	— 38.32	— 67,635	— 28.61
Kingston	32,230	67,182	10,557	+ 34,952	+ 108.45	+ 56,625	+ 536.37
Kitchener	5,040	54,000	11,290	+ 48,960	+ 971.43	+ 42,710	+ 378.30
London	58,200	48,685	75,030	— 9,515	— 16.35	— 26,345	— 35.11
Ottawa	102,500	1,610,830	59,050	+ 1,508,330	+ 1471.54	+ 1,551,780	+ 2627.91
Peterborough	100,040	9,005	15,450	— 91,035	— 90.99	— 6,445	— 41.71
Port Arthur	6,359	9,504	925,470	+ 3,145	+ 49.46	— 915,966	— 98.97
Stratford	9,760	4,189	20,001	— 5,571	— 57.08	— 15,812	— 79.05
St. Catharines	61,375	41,658	57,854	— 19,717	— 32.12	— 16,196	— 27.99
St. Thomas	7,220	455	5,955	— 6,765	— 93.70	— 5,500	— 92.36
Toronto	1,006,314	1,094,278	762,004	+ 87,964	+ 8.74	+ 332,274	+ 43.61
Windsor	41,180	78,610	237,340	+ 37,430	+ 90.89	— 158,730	— 66.88
Manitoba	**440,760**	**240,700**	**182,050**	**— 200,060**	**— 45.37**	**+ 58,650**	**+ 32.22**
Brandon	8,360	13,550	18,000	+ 5,190	+ 62.08	— 4,450	— 24.72
Winnipeg	432,400	227,150	164,050	— 205,250	— 47.47	+ 63,100	+ 38.46
Saskatchewan	**315,465**	**268,385**	**99,485**	**— 47,080**	**— 11.73**	**+ 168,900**	**+ 169.67**
Moose Jaw	68,675	71,950	39,025	+ 3,275	+ 4.77	+ 32,925	+ 84.37
Regina	70,280	53,300	17,360	— 16,980	— 24.16	+ 35,940	+ 207.03
Saskatoon	176,510	143,135	43,100	— 33,375	— 18.91	+ 100,035	+ 232.10
Alberta	**190,775**	**195,950**	**76,300**	**+ 5,175**	**+ 2.71**	**+ 119,650**	**+ 156.81**
Calgary	133,600	45,000	32,600	— 88,600	— 66.32	+ 12,400	+ 38.04
Edmonton	57,175	150,950	43,700	+ 93,775	+ 164.01	+ 107,250	+ 245.42
British Columbia	**69,440**	**139,888**	**70,087**	**+ 70,448**	**+ 101.45**	**+ 69,801**	**+ 99.59**
New Westminster	3,750	5,860	22,850	+ 2,110	+ 56.27	— 16,990	— 74.35
Vancouver	59,300	132,153	27,602	+ 72,853	+ 122.85	+ 104,551	+ 382.40
Victoria	6,390	1,875	19,635	— 4,155	— 70.66	— 17,760	— 90.45
Total—35 cities	**$3,667,399**	**$5,863,834**	**$4,590,461**	**+$2,196,435**	**+ 59.89**	**+$1,273,373**	**+ 27.74**

increase of 27.7 per cent, the value for July, 1917, being $4,590,461. In this comparison, Quebec was the only province to inidcate a decline.

Of the larger cities, Toronto and Vancouver reported increases both as compared with the preceding month and with July, 1917, Montreal showed a gain as compared with June and a decline in comparison with July, 1917, while at Winnipeg there was a decrease as compared with June and an increase over July of last year. Of the smaller centres, Halifax, Westmount, Brantford, Ottawa and Edmonton all showed large increases in both comparisons.

UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF JUNE, 1918

THE present article on unemployment among the members of local trade unions, which is the tenth quarterly report on the subject, deals with unemployment as at the end of June, 1918, and is based on returns received from 1,389 labour organizations with a total membership of 160,426, or over 78 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented, 0.5 per cent of the members were unemployed, as compared with 1.7 per cent in March, 1918, 1.3 per cent in June, 1917, and 2.1 per cent in June, 1916. That the percentage unemployed at the end of June is smaller than has ever been reported is due to greater activity in practically all the groups of industries, particularly building and construction, transportation and manufacturing.

Employment in the manufacturing and mechanical industries, as reported by 365 unions, having a combined membership of 42,144, was considerably brisker in June than in March, 1918, and also than in the same quarters in 1917 and 1916, there being only .14 per cent of the members idle. In the first comparison the improvement is chiefly attributable to a greater volume of employment in the leather and clothing trades, while as compared with June of last year the food, tobacco and liquor group and the glass bottle blowers were more active. As to the sub-groups, the percentage of unemployment in the metals, machinery and conveyances industries was smaller than in the preceding quarter and also than in June, 1916, though it was slightly larger than in June of last year. Food, tobacco and liquor workers were somewhat slacker than in March and in June, 1917, but improvement was shown over the same month in 1916. Unemployment in textiles, carpets and cordage remained stationary as compared with March, and in comparison with the preceding Junes the alteration was inconsiderable. Clothing workers were much brisker than at any time since June and September, 1916. Pulp, paper and fibre tradesmen, as reported by 19 unions, appear uniformly well engaged; while in the printing, publishing and paper goods industries the change in the percentage was trifling. Woodwork and furniture workers were better employed than in the preceding quarter, but there was a falling off from June, 1917. Employment in the leather, boots and shoes group appeared much

brisker than in either March, 1918, or June, 1917.

Reports from 569 organizations of transportation workers, having a total membership of 65,018, indicate that .42 per cent of the members were out of work, as compared with 1.22 per cent in March, .51 per cent in June, 1917, and .5 per cent in June, 1916. Steam railway employees, whose returns constitute about 70 per cent of the total group membership reporting, were better engaged than in any previous quarter. Street and electric railway men reported no member out of work as compared with small fractional percentages of unemployment in March, 1918, and in June, 1917 and 1916. Navigation workers and teamsters and chauffeurs were better engaged than in the previous quarter and the percentage altered very slightly from the same periods in 1917 and 1916.

In the mining, quarrying and refining of ores group, reports were received from 59 unions having an aggregate membership of 20,535. The percentage of unemployment was smaller than has ever been reported, there being improvement in each of the sub-groups.

The percentage unemployed in the building and construction trades, as reported by 215 unions with 16,624 members, was 1.57 per cent. That this is the smallest percentage yet recorded is due to the noteworthy improvement in the volume of employment afforded bricklayers, masons and plasterers particularly, while carpenters and joiners, stone and granite cutters, plumbers and steamfitters and other tradesmen in the group, were well employed in comparison with former reports.

In the public employment group, as reported by 48 unions with a combined membership of 4,336, .02 per cent of the members were unemployed as compared with .04 per cent in June, 1917, and with no members out of work in March, 1918, and June, 1916.

Employment in the group of miscellaneous trades, as indicated by returns received from 131 unions with 11,469 members, was brisker than in any previous report, hotel and restaurant workers, musicians and theatre employees and stationary engineers being particularly well engaged. Clerks and barbers, however, were somewhat slacker than in last March or in June, 1917 and 1916.

The percentages reported unemployed in the different groups of occupations are indicated in the following table:

Occupation.	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916
Manufacturing and Mechanical Industries	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1
Metals, machinery and conveyances	.14	.28	.76	.15	.11	.29	.71	0	.6
Food, Tobacco and Liquors	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	.4
Textiles, carpets, and cordage	.05	.05	0	0	0	0	0	.5	0
Clothing	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6
Pulp, paper and fibre	0	0	.34	0	0	0	0	0	0
Printing, publishing and paper goods	.72	.78	.67	2.05	.79	.52	.3	1.2	.8
Woodwork and furniture	2.20	4.60	3.00	.89	.62	.69	6.0	0	5.9
Leather, boots gnd shoes and rubber	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	0
Glass bottle blowing,	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0
Oil refining	0	0	0	0	0	0	0	0	0
Transportation	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5
Steam railways	.21	.29	.76	.25	.35	1.12	.6	.6	.5
Street and electric railways	0	.38	.17	.44	.18	.09	.2	0	.3
Navigation	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3
Teaming and driving	.05	.08	0	0	0	0	0	0	0
Mining, quarrying and refining of ores	.18	.40	2.09	.22	.32	.80	.65	.7	1.2
Building and construction	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6
Public employment	.02	0	.17	.04	.04	.47	.1	.1	0
Fishing	0	0	0	0	0	0	0	0	0
Miscellaneous	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1
All occupations	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1

The following table summarizes the returns by provinces. In Quebec, Ontario, Manitoba and Saskatchewan the percentage reported unemployed is smaller than in any previous quarter, while in Alberta, September, 1917, alone recorded fewer members disengaged. Nova Scotia and Prince Edward Island and British Columbia showed larger percentages unemployed than in March, but there were declines as compared with June, 1917 and 1916. In New Brunswick, the percentage was slightly greater than in the previous quarter and in the same period of 1917, while it was less than in June, 1916.

Province.	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916
Nova Scotia and Prince Edward Island	.16	.03	2.64	.11	.23	5.72	.74	.47	.49
New Brunswick	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8
Quebec	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8
Ontario	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7
Manitoba	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2
Saskatchewan	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6
Alberta	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03
British Columbia	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3
Canada	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1

The percentages reported idle in some of the largest industrial centres are indicated in the table which follows:

City.	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June. 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916
Halifax	.27	.14	.34	.42	1.03	.98	.24	0	4.03
St. John	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09
Montreal	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6
Toronto	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8
Winnipeg	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9
Regina	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38
Edmonton	.23	.51	2.41	.55	1.68	1.11	3.32	4.27	1.78
Vancouver	1.05	1.94	3.28	2.99	2.67	4.75	5.94	4.56	8.4

The tabular statement on the following page presents the returns in some detail.

UNEMPLOYMENT ON JUNE 29, 1918.

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent
1-Manufacturing & Mechanical Industries	**8**	**437**	**2**	**.46**	**12**	**1052**	**4**	**.38**	**69**	**11708**	**94**	**.80**	**173**	**19845**	**11**	**.06**
2-(a) METALS, MACHINERY AND CONVEYANCES	**6**	**338**	**0**	**0**	**9**	**934**	**0**	**0**	**17**	**2568**	**0**	**0**	**94**	**10834**	**5**	**.05**
3- Moulders	2	79	0	....	2	56	0	....	1	700	0	....	20	1802	1	....
4- Blacksmiths	1	128	0	....	2	167	0	....	2	108	0	....	6	199	0	....
5- Boilermakers and iron shipbuilders	....	....	....	....	2	173	0	....	1	53	0	....	14	2102	2	....
6- Patternmakers	....	....	....	....	....	....	....	....	1	179	0	....	3	77	0	....
7- Metal polishers, buffers and platers	....	....	....	....	....	....	....	....	1	141	0	....	6	234	0	....
8- Machinists	3	131	0	....	3	538	0	....	8	1122	0	....	40	6092	0	....
9- Sheet metal workers and tinsmiths	....	....	....	....	....	....	....	....	3	265	0	....	5	328	2	....
10-(b) FOOD, TOBACCO AND LIQUORS	....	....	....	....	....	....	....	....	**4**	**323**	**14**	**4.33**	**10**	**1049**	**1**	**.09**
11- Flour and cereal mill employees	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
12- Meat cutters and butchers	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
13- Bakers and confectioners	....	....	....	....	....	....	....	....	3	312	14	....	1	33	0	....
14- Cigar and tobacco workers	....	....	....	....	....	....	....	....	1	11	0	....	7	915	0	....
15- Brewery workers	....	....	....	....	....	....	....	....	....	....	....	....	2	101	1	....
16-(c) TEXTILES, CARPETS AND CORDAGE	....	....	....	....	....	....	....	....	**2**	**1014**	**1**	**.10**	**1**	**886**	**0**	**0**
17-(d) CLOTHING AND LAUNDERING	....	....	....	....	....	....	....	....	**15**	**3291**	**53**	**1.61**	**14**	**1040**	**2**	**.19**
18- Tailors	....	....	....	....	....	....	....	....	1	60	0	....	4	482	2	....
19- Garment workers	....	....	....	....	....	....	....	....	10	2311	45	....	9	408	0	....
20- Hat, glove and fur workers	....	....	....	....	....	....	....	....	4	920	8	....	1	150	0	....
21-(e) PULP, PAPER AND FIBRE	....	....	....	....	....	....	....	....	**13**	**1706**	**0**	**0**	**6**	**1770**	**0**	**0**
22-(f) PRINTING, PUBLISHING AND PAPER GOODS	**2**	**99**	**2**	**2.62**	**3**	**118**	**4**	**3.39**	**12**	**1761**	**20**	**1.14**	**33**	**3157**	**3**	**.09**
23- Compositors	2	99	2	....	2	98	4	....	5	942	13	....	16	1718	2	....
24- Pressmen and assistants	....	....	....	....	1	20	0	....	2	336	5	....	6	574	1	....
25- Bookbinders	....	....	....	....	....	....	....	....	1	332	0	....	2	330	0	....
26- Stereotypers and electrotypers	....	....	....	....	....	....	....	....	1	38	2	....	4	132	0	....
27- Engravers and lithographers	....	....	....	....	....	....	....	....	2	92	0	....	4	338	0	....
28- Others	....	....	....	....	....	....	....	....	1	21	0	....	1	65	0	....
30-(g) WOODWORK AND FURNITURE	....	....	....	....	....	....	....	....	**2**	**61**	**6**	**9.85**	**3**	**87**	**0**	**0**
31-(h) LEATHER, BOOTS, SHOES AND RUBBERS	....	....	....	....	....	....	....	....	**4**	**984**	**0**	**0**	**9**	**893**	**0**	**0**
32-(i) GLASS BOTTLE BLOWERS	....	....	....	....	....	....	....	....	....	....	....	....	**3**	**129**	**0**	**0**
33-(j) OIL REFINING	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
34-Transportation	**41**	**3508**	**5**	**.14**	**33**	**3390**	**2**	**.06**	**79**	**13569**	**4**	**.03**	**209**	**19625**	**76**	**.39**
35-(a) STEAM RAILWAYS	**35**	**2242**	**5**	**.22**	**30**	**3067**	**0**	**0**	**68**	**6343**	**4**	**.06**	**193**	**15707**	**76**	**.48**
36- Conductors	1	38	0	....	1	65	0	....	6	308	0	....	24	979	0	....
37- Locomotive engineers	6	183	0	....	4	257	0	....	12	794	0	....	33	2068	6	....
38- Locomotive firemen	3	144	0	....	3	336	0	....	8	675	0	....	24	2367	0	....
39- Carmen	4	247	0	....	1	420	0	....	7	1102	0	....	28	1709	0	....
49- Trainmen	6	600	5	....	7	817	0	....	8	1527	0	....	32	5015	20	....
40- Telegraphers (Local Unions)	1	20	0	....	....	....	....	....	1	19	0	....	2	82	0	....
41- *Telegraphers	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
42- Road maintenance men	6	493	0	....	9	476	0	....	18	1323	4	....	34	2634	50	....
43- Shop employees	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
44- Railway employees, N.E.S.	8	517	0	....	5	696	0	....	8	595	0	....	16	853	0	....
45-(b) STREET AND ELECTRIC RAILWAY EMPLOYEES	**1**	**102**	**0**	**0**	**1**	**180**	**0**	**0**	**3**	**3415**	**0**	**0**	**8**	**3158**	**0**	**0**
46-(c) NAVIGATION	**4**	**1069**	**0**	**0**	**2**	**143**	**2**	**1.40**	**7**	**3311**	**0**	**0**	**8**	**760**	**0**	**0**
47- Marine engineers	2	119	0	....	1	83	2	....	3	216	0	....	5	305	0	....
48- Longshoremen	2	950	0	....	....	....	....	....	1	450	0	....	3	455	0	....
59- Others	....	....	....	....	1	60	0	....	3	2645	0	....	....	....	....	....
50-(d) TEAMSTERS AND CHAUFFEURS	**1**	**95**	**0**	**0**	....	....	....	....	**1**	**500**	**0**	**0**	....	....	....	....
52-Mining, Quarrying & Refining of Ores	**18**	**9414**	**16**	**.17**	....	....	....	....	**2**	**900**	**1**	**.11**	**4**	**2592**	**12**	**.46**
52- Miners	15	4198	16	....	....	....	....	....	2	900	1	....	4	2592	12	....
53- Quarry workers	1	220	0	....	....	....	....	....	....	....	....	....	....	....	....	....
54- Mill and smeltermen	2	4996	0	....	....	....	....	....	....	....	....	....	....	....	....	....
55-Building and Construction	**11**	**1171**	**0**	**0**	**8**	**288**	**7**	**2.43**	**25**	**2570**	**37**	**1.44**	**104**	**7561**	**85**	**1.12**
56- Bricklayers, masons and plasterers	3	367	0	....	2	61	5	....	2	619	22	....	28	1446	49	....
57- Carpenters and joiners	3	471	0	....	2	131	0	....	15	1512	5	....	41	3539	34	....
58- Electrical workers	2	131	0	....	....	....	....	....	2	55	10	....	6	347	0	....
69- Granite and stonecutters	1	21	0	....	....	....	....	....	2	123	0	....	7	362	2	....
60- Painters, decorators and paperhangers	1	167	0	....	1	27	0	....	....	....	....	....	7	678	0	....
61- Plumbers and steamfitters	1	14	0	....	2	52	0	....	1	185	0	....	8	717	0	....
62- Tilelayers, lathers and roofers	....	....	....	....	....	....	....	....	2	26	0	....	3	48	0	....
63- Bridge and structural iron workers	....	....	....	....	....	....	....	....	....	....	....	....	2	44	0	....
64- Steam shovel and dredgemen	....	....	....	....	1	17	2	....	....	....	....	....	1	180	0	....
65- Hod carriers and building labourers	....	....	....	....	....	....	....	....	1	50	0	....	1	200	0	....
66-Public Employment	**1**	**47**	**0**	**0**	**1**	**28**	**0**	**0**	**5**	**532**	**0**	**0**	**21**	**2042**	**0**	**0**
67- Civic employees	....	....	....	....	....	....	....	....	3	495	0	....	7	1820	0	....
68- Letter carriers	1	47	0	....	1	28	0	....	2	37	0	....	14	222	0	....
79-Fishing	**1**	**50**	**0**	**0**	....	....	....	....	....	....	....	....	....	....	....	....
70-Miscellaneous	**2**	**46**	**0**	**0**	**1**	**14**	**0**	**0**	**13**	**2294**	**3**	**.13**	**71**	**4379**	**24**	**.55**
71- Retail clerks	1	23	0	....	....	....	....	....	1	150	0	....	....	....	....	....
72- Hotel and restaurant employees	....	....	....	....	....	....	....	....	1	35	0	....	2	202	2	....
73- Barbers	....	....	....	....	....	....	....	....	3	164	0	....	21	581	0	....
74- Musicians and theatre employees	1	23	0	....	....	....	....	....	1	46	3	....	24	2108	5	....
75- Stationary engineers and firemen	....	....	....	....	1	14	0	....	2	88	0	....	16	989	17	....
76- Others	....	....	....	....	....	....	....	....	5	1811	0	....	8	499	0	....
All occupations	**82**	**14673**	**23**	**.16**	**55**	**4772**	**13**	**.27**	**193**	**31573**	**139**	**.44**	**582**	**56044**	**208**	**.37**

*Commercial and Railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada						
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed				
																			Per cent.			
Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Mar. 1918	June 1918	June, 1917	June 1916	
24	3249	24	.74	14	626	0	0	28	1385	0	0	37	3842	42	1.09	365	42144	177	.91	.42	1.79	1.1	1
14	2136	10	.47	5	292	0	0	12	882	0	0	13	2365	13	.55	170	20349	28	.28	.14	.11	.6	2
1	104	10	....	....	....	....	....	1	23	0	....	2	157	13	....	29	2921	24	.07	.82	0	1.9	3
2	182	0	....	....	....	....	....	1	60	0	....	3	241	0	....	17	1085	0	.19	0	0	.7	4
4	965	0	....	2	129	0	....	1	128	0	....	3	1545	0	....	27	5095	2	.25	.04	.68	1.3	5
1	50	0	....	....	....	....	....	....	....	....	....	1	40	0	....	6	346	0	.20	0	.27	1.23	6
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	7	375	0	2.03	0	0	.98	7
5	790	0	....	3	163	0	....	6	556	0	....	4	382	0	....	72	9774	0	.11	0	0	.5	8
1	45	0	....	....	....	....	....	3	115	0	....	....	....	....	....	12	753	2	.59	.27	0	.39	9
2	124	0	0	....	....	....	....	3	103	0	0	5	366	20	5.46	24	1965	35	.85	1.78	1.50	4.9	10
....	....	....	....	....	....	....	....	1	8	0	....	....	....	....	....	1	8	0	0	0	0	0	11
....	....	....	....	....	....	....	....	....	....	....	....	1	233	17	....	1	233	17	2.04	7.30	0	0	12
1	40	0	....	....	....	....	....	....	....	....	....	....	....	....	....	5	385	14	1.03	3.64	0	34.92	13
1	84	0	....	....	....	....	....	1	10	0	....	2	117	3	....	12	1137	3	.84	.26	17.43	4.1	14
....	....	....	....	....	....	....	....	1	85	0	....	2	16	0	....	5	202	1	0	.49	.95	6.4	15
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	3	1900	1	.05	.05	0	0	16
1	125	0	0	....	....	....	....	1	14	0	0	4	174	0	0	35	4644	55	3.40	.18	4.95	.6	17
....	....	....	....	....	....	....	....	1	14	0	....	2	103	0	....	8	659	2	1.25	1.30	6.03	0	18
1	125	0	....	....	....	....	....	....	....	....	....	2	71	0	....	22	2915	45	4.75	1.54	6.43	.9	19
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	5	1070	8	0	.75	0	0	20
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	19	3476	0	0	0	0	0	21
7	864	14	1.62	9	334	0	0	10	367	0	0	12	571	9	1.56	88	7271	52	.78	.72	.79	.8	22
2	392	0	....	5	248	0	....	4	293	0	....	7	417	9	....	43	4207	30	.41	.70	.88	.9	23
2	167	0	....	2	46	0	....	3	57	0	....	3	101	0	....	19	1301	6	1.03	.46	.91	0	24
1	231	14	....	1	26	0	....	1	6	0	....	2	53	0	....	8	978	14	2.13	1.43	.56	0	25
....	....	....	....	1	14	0	....	2	11	0	....	....	....	....	....	8	195	2	1.43	1.03	1.11	0	26
2	74	0	....	....	....	....	....	....	....	....	....	....	....	....	....	8	504	0	.28	0	0	.9	27
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	2	86	0	0	0	0	1.26	28
....	....	....	....	....	....	....	....	....	....	....	....	1	125	0	0	6	273	6	4.60	2.20	.62	5.9	29
....	....	....	....	....	....	....	....	....	....	....	....	1	86	0	0	14	1963	0	7.83	0	6.28	0	30
....	....	....	....	....	....	....	....	2	19	0	0	....	....	....	....	5	148	0	2.23	0	3.56	0	31
....	....	....	....	....	....	....	....	....	....	....	....	1	155	0	0	1	155	0	0	0	0	0	32
50	11201	13	.12	55	3604	0	0	43	3542	0	0	59	6579	172	2.61	569	65018	272	1.22	.42	.51	.5	33
48	9839	13	.13	51	3339	0	0	40	2989	0	0	47	2599	0	0	512	46125	98	.29	.21	.35	.5	34
4	277	2	....	5	281	0	....	5	361	0	....	6	301	0	....	62	2610	2	.47	.08	.24	.7	35
5	357	0	....	9	426	0	....	4	226	0	....	8	344	0	....	81	4655	6	.11	.13	1.33	1.4	36
7	473	6	....	9	359	0	....	5	396	0	....	6	405	0	....	65	5155	6	.39	.12	.27	.3	37
4	1276	5	....	7	355	0	....	8	494	0	....	6	160	0	....	65	5763	5	.07	.09	1.2	.04	38
6	1214	0	....	7	769	0	....	5	565	0	....	6	490	0	....	67	10997	25	.57	.23	.35	.2	39
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	4	121	0	0	0	1.55	0	40
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	(5	3915	0	0	0	1.17	0)	41
16	1659	0	....	10	850	0	....	8	538	0	....	12	674	0	....	113	8647	54	.34	.62	.01	.8	42
2	4400	0	....	....	....	....	....	....	....	....	....	....	....	....	....	2	4400	0	0	0	0	0	43
4	183	0	....	4	299	0	....	5	409	0	....	3	225	0	....	53	3777	0	.07	0	.15	0	44
1	900	0	0	2	165	0	0	2	338	0	0	2	429	0	0	20	8687	0	.38	0	.18	.3	45
....	....	....	....	....	....	....	....	....	....	....	....	7	2888	171	5.92	28	8171	173	8.80	2.12	1.79	2.3	46
....	....	....	....	....	....	....	....	....	....	....	....	1	246	6	....	12	969	8	1.92	.83	0	1.4	47
....	....	....	....	....	....	....	....	....	....	....	....	2	660	150	....	8	2515	150	13.40	5.96	2.31	3.43	48
....	....	....	....	....	....	....	....	....	....	....	....	4	1982	15	....	8	4687	15	1.16	.32	0	2.8	49
1	462	0	0	2	100	0	0	1	215	0	0	3	663	1	.15	9	2035	1	.08	.05	0	0	50
....	....	....	....	....	....	....	....	21	4391	6	.12	14	2738	1	.04	59	20535	36	.40	.18	.32	1.2	51
....	....	....	....	....	....	....	....	21	4891	6	....	10	1955	1	....	52	14536	36	.36	.25	.34	1.3	52
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	220	0	0	0	0	0	53
....	....	....	....	....	....	....	....	....	....	....	....	4	783	0	....	6	5779	0	.61	0	0	0	54
9	1138	9	.79	13	286	6	2.10	23	1080	37	3.42	22	2530	80	3.16	215	16624	261	7.63	1.57	3.21	8.6	55
3	448	9	....	3	66	0	....	5	114	12	....	3	159	10	....	49	3280	107	19.57	3.26	8.03	17.2	56
1	168	0	....	4	126	....	....	5	470	22	....	7	1363	70	....	78	7780	131	5.01	1.68	2.45	2.8	57
....	....	....	....	....	....	....	....	4	177	0	....	....	....	....	....	14	710	10	1.73	1.41	2.24	.9	58
....	....	....	....	2	7	1	....	1	8	0	....	2	38	0	....	15	559	3	23.22	.54	1.18	14.3	59
....	....	....	....	2	39	0	....	2	85	0	....	2	300	0	....	15	1296	0	.26	0	1.39	8.5	60
3	262	0	....	2	48	5	....	4	75	0	....	2	242	0	....	23	1595	5	4.31	.31	1.59	5.6	61
....	....	....	....	....	....	....	....	....	....	....	....	2	22	0	....	7	96	0	3.77	0	1.15	20.4	62
1	35	0	....	....	....	....	....	....	....	....	....	2	328	0	....	5	407	0	5.75	0	0	16.2	63
....	....	....	....	....	....	....	....	2	151	3	....	2	78	0	....	6	426	5	1.83	1.17	3.89	0	64
1	225	0	....	....	....	....	....	....	....	....	....	....	....	....	....	3	475	0	0	0	1.78	.6	65
4	444	0	0	5	104	0	0	6	522	1	.19	5	617	0	0	48	4336	1	0	.02	.04	0	66
2	230	0	....	1	30	0	....	4	422	1	....	3	403	0	....	20	3400	1	0	.03	0	0	67
2	214	0	....	4	74	0	....	2	100	0	....	2	214	0	....	28	936	0	0	0	.05	0	68
....	....	....	....	....	....	....	....	....	....	....	....	1	250	0	0	2	300	0	0	0	0	0	69
8	838	3	.36	9	935	4	.43	12	1181	5	.42	15	1782	17	.95	131	11469	56	1.25	.49	.99	3.1	70
....	....	....	....	....	....	....	....	3	720	5	....	1	24	0	....	6	917	5	0	.55	0	0	71
....	....	....	....	....	....	....	....	1	100	0	....	2	313	8	....	6	650	10	3.36	1.54	1.69	4.48	72
2	159	3	....	2	67	0	....	4	160	0	....	5	176	0	....	37	1307	3	.07	.23	0	0	73
3	398	0	....	4	84	4	....	4	201	0	....	3	304	0	....	40	3164	12	1.23	.38	.49	3.7	74
3	281	0	....	2	73	0	....	....	....	....	....	4	965	9	....	28	2410	26	3.59	1.08	1.99	1.4	75
....	....	....	....	1	711	0	....	....	....	....	....	....	....	....	....	14	3021	0	.16	0	1.15	0	76
95	16870	49	29	96	5555	10	.18	133	12601	49	.39	153	18338	312	1.70	1389	160426	803	1.68	.50	1.25	2.1	

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

REPORTS from fifteen cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in July, showed increases of not quite 2 per cent in the number of workers and of slightly over 4 per cent in the wages paid. In July, 7,813 persons were temporarily employed in the two weeks and the pay-rolls amounted to $288,464.97 as compared with 7,690 employees and an aggregate pay-roll of $276,950.08 in June.

Montreal, Hamilton, London, Brandon, Regina, Moose Jaw, Edmonton and Vancouver all showed increases, both in the nmber of workers and in the wages paid. At Winnipeg there was a decrease in the number of employees, but the amount of wages paid was larger. St. John, Ottawa, Toronto, Saskatoon, Calgary and Victoria reported declines in both cases. At Toronto this is largely accounted for by the strike which took place there in the early part of last month.

The accompanying table summarizes reports from the nine cities for which returns are available since July, 1916. The table shows that, as regards the number of workers, a decline began in January, 1917, and continued almost without interruption to November. During December, January, February and March an upward tendency was evidenced, but in April, May and June there were again decreases. July, however, records a larger number of employees than in May and June. As to wages, the total reported for July is the largest since that for March.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS. JUNE AND JULY, 1918.

	Number of employees temporarily employed in first fortnight in:		Amount of wages paid employees temporarily employed in first fortnight in:	
	June, 1918	July, 1918	June, 1918	July, 1918
St. John	390	389	$11,845.63	$11,037.49
Montreal	2,055	2,363	62,152.00	84,675.49
Ottawa	386	385	16,247.10	15,908.24
Toronto	1,332	1,109	52,503.52	32,985.12
Hamilton	454	462	16,174.31	18,840.90
London	256	266	8,194.24	8,906.24
Winnipeg	674	596	23,676.35	24,493.36
Brandon	56	69	1,926.52	2,110.57
Regina	409	431	17,687.76	19,760.60
Moose Jaw	83	108	4,104.21	5,074.91
Saskatoon	245	234	10,906.33	10,154.59
Calgary	339	330	14,446.23	13,189.00
Edmonton	311	338	12,392.88	14,015.25
Vancouver	424	475	14,206.99	17,346.25
Victoria	276	258	10,186.01	9,966.96
Total	7,690	7,813	$276,950.08	$288,464.97

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY NINE CITY CORPORATIONS, JULY, 1916—JULY, 1918.

Month.	Total number of employees temporarily employed in first fortnight	Total amount of wages paid employees temporarily employed in first fortnight
1916		
July	10,244	$281,062.15
August	9,425	275,364.03
September	8,397	235,632.94
October	8,079	220,986.22
November	7,669	211,678.38
December	6,360	164,293.79
1917		
January	8,466	193,797.33
February	7,784	213,605.85
March	8,390	210,691.01
April	7,341	167,938.77
May	6,639	160,076.31
June	6,515	206,449.96
July	6,612	201,856.82
August	5,954	185,731.51
September	5,445	174,203.48
October	5,165	161,374.34
November	4,879	160,695.47
December	5,932	129,662.49
1918		
January	6,433	168,920.94
February	7,520	221,799.49
March	7,595	230,103.83
April	7,258	179,607.83
May	5,072	170,184.87
June	4,987	177,366.85
July	5,271	205,924.71

FAIR WAGES CONTRACTS, JULY, 1918

DURING July the Department of Labour received for insertion in the LABOUR GAZETTE information relative to four fair wage contracts, two of which were awarded by the Department of Railways and Canals and the remaining two by the Department of Public Works. These contracts all contained the usual fair wage clause.

DEPARTMENT OF PUBLIC WORKS. — Repairs to Langevin Pier, Cobourg, Ont. Name of contractor, R. Brewder, Ottawa, Ont. Date of contract, July 18, 1918. Amount of contract, schedule rates.

DEPARTMENT OF PUBLIC WORKS. — Painting of Military Hospital Buildings, Ste. Anne de Bellevue, Que. Name of contractors, Goodwin's, Limited, Montreal, Que. Date of contract, July 6, 1918. Amount of contract, $28,759.00.

DEPARTMENT OF RAILWAYS AND CANALS. — The rebuilding of the Lower Entrance Pier of Lock No. 23 of the Rapide Plat Canal. Name of contractor, William Bermingham, Kingston, Ont. Date of contract, July 8, 1918. Amount of contract, schedule rates.

DEPARTMENT OF RAILWAYS AND CANALS. — The rebuilding of the North Lower Entrance Pier of New Lock No. 25 at the Village of Iroquois, on the Galops Canal. Name of contractor, William Bermingham, Kingston, Ont. Date of contract, July 8, 1918. Amount of contract, schedule rates.

FURTHER REGULATIONS AFFECTING WESTERN COAL MINES [1]

DURING the month of July, Mr. W. H. Armstrong, Director of coal operations for the mines in southeastern British Columbia and southwestern Alberta, issued a number of orders in regard to working conditions and scales of pay in various mines; also an order in reference to the price of coal at the mouth of the pit.

As the result of a number of complaints that have been received by the office of the Director of coal operations in regard to the increase in the price of coal at the pit mouth, the Director has ordered that in future, before any increase in price is made, it will be necessary to obtain authority from him. If any coal operator desires to increase the price of coal, an application stating the reason therefor shall first be made to the Director, whereupon the matter will receive proper consideration.

A request was received for cost of living increases from the men employed on the Smoky Valley Railway at the mines of the Blue Diamond Coal Company, Limited, Brule Mines, Alberta. The Director, after investigation, was of the opinion that the train crews are employed by the railway company, but that it had not been established that the section men are not employed by the coal company; he, therefore, ordered that the section men should receive cost of living increases, to come into effect from the date of the application for such increases.

A dispute between the McGillivray

[1] See June, 1918, issue, page 439, and preceding issues.

Creek Coal and Coke Company and its employees as to the payment for lagging when put in behind the sides of room timbering. The employees contended that neither by past practice nor under the terms of the tentative agreement are they supposed to do the class of work in question without remuneration. The Director, upon investigation, found that at the mines of the International Coal and Coke Company at Coleman, where conditions were practically the same as those at the McGillivray Mines, practically no side lagging was used behind the room sets; he therefore ordered that the payment of 50 cents per side be made for lagging of the required height.

An order affecting the Monarch Mines of the North American Collieries, Limited, at Drumheller, Alberta, provided that all coal passing over a one-and-half inch screen should be paid for at certain specified screened coal rates; that loading out of machine dirt should be paid for at the rate of 35 cents per car; that over-shovelling beyond 12 feet shall be paid for at the rate of 60 cents per lineal yard. Prices were also specified for other classes of work.

Another order, affecting the Michel mines of the Crow's Nest Pass Coal Company, cancelled a previous order applying to those mines. Owing to the various places where dump cars are used at the Michel mines being of different cubical contents, the Director is of the opinion that, in lieu of the 60 cents per lineal yard provided in the previous order for this class of work, the sum of 6½ cents per cubic yard be paid, and has ordered accordingly.

A dispute having arisen at the Pacific Pass Mine of the North American Collieries at Lovett, Alberta, as to whether "McGintys" should be handled entirely by the company, the Director has ordered that for each time a "McGinty" is moved and properly set the company will pay $3.63, and that the maximum distance it shall be moved shall be 12 feet.

An order applying to the Pembina Mine of the North American Collieries, Limited, at Evansburgh, Alberta, fixed various rates of pay for runners, helpers, scrapers, loaders; also for yardage, track laying, timbering and other work.

A dispute at the mine of the Jasper Park Collieries, Limited, Pocahontas, Alberta, regarding the wages paid to a man driving a horse and cart, the Director is of the opinion that a man so employed is entitled to a teamster's rate of wages, and has ordered that he be paid $3.66 a day.

A dispute arose out of the dismissal of a coal miner, named Robert Taylor, from the employ of The Rosedale Coal and Clay Products Company, Rosedale, Alberta. The reason for the man's dismissal, it is alleged, was because he was connected with trade union affairs. The Director has ordered that the company shall reinstate Taylor in their employ.

A number of minor grievances on the part of the workers at the mines of the Western General Coal Company, Drumheller, Alberta, were investigated and satisfactorily adjusted. Some of the complaints made by the men were that the wash-house was too small; that the house rents charged by the company were too high; that second-hand mattresses in bad condition were being sold to them; that, contrary to general practice, they were charged for carbide for use in mine lamps; that the company's office officials were uncivil. It is stated that a strike was averted through the adjustment of these grievances.

THE MINIMUM WAGE BOARDS OF MANITOBA AND BRITISH COLUMBIA

THE Manitoba Minimum Wage Board has announced a minimum wage for women and girls employed in food stuff factories. Under the new schedule the lowest wage to be paid inexperienced girls under 18 years of age shall be $7.00 a week; while to experienced workers the minimum weekly wage shall be $10.00, except in pickle, macaroni and vermicelli factories, where it shall be $9.50. An investigation conducted last fall disclosed the fact that nearly 300 women and girls were employed in these factories at wages ranging from $5.00 upwards.

An account of the Board's investigation into the laundry industry was given in the July issue of the Gazette, and the text of the Manitoba Minimum Wage Act is given elsewhere in this issue.

The Minimum Wage for Women Act for British Columbia, passed at the last session of the Legislature, provides for the appointment of a Minimum Wage Board consisting of three members, of whom one shall be the Deputy Minister of Labour and one shall be a woman. The Board has now been appointed as follows: J. D. McNiven, Deputy Minister of Labour, chairman; Mrs. Helen G. McGill, Judge of the Juvenile Court of Vancouver; and Thomas Matthews, a member of the Board of School Trustees of Vancouver. The Board has power to fix a minimum wage for women engaged in industries, and is also clothed with extensive powers to make investigations into conditions in the various industries in which women are employed.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR DURING THE SECOND QUARTER OF 1918

DURING the second quarter of 1918, sixty changes in rates of wages and hours of labour, affecting approximately 26,500 workpeople, were reported to the Department, as compared with 26 changes affecting approximately 18,800 workpeople in the first quarter of 1918, and 150 changes affecting approximately 81,900 workpeople in the second quarter of 1917. Of the 60 changes, 57 were wage increases, two an increase in wages with a reduction in hours, and one a reduction in hours. In the mining industry only three changes took place, yet 10,765 workpeople were affected. Approximately 9,150 workpeople were affected by the 17 changes in transportation, while 19 changes occurred in the building trades affecting approximately 2,500 employees.

The particulars of each change, so far as they are known to the Department, are given in the following table:

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1918

Class of workpeople affected	Firm or establishment	Approximate number of workpeople affected	Date from which change took effect	Particulars of change
METALS, MACHINERY AND CONVEYANCES—				
Shipbuilders	Collingwood Shipbuilding Co.	375	Apr. 4	Increase ranging from 20 to 30 per cent and hours reduced from ten to nine.
Machinists, etc	Employers Hamilton.	100	May 1	Wages increased five cents per hour.
Metal workers	Employers Hamilton.	50	May 1	Wages increased two and a half cents per hour
Patternmakers	Employers Hamilton.	50	May 1	Increase of 7½ cents per hour.
Moulders, etc	Employers Peterboro.	60	June 24	Wages increased 1.40 per day.
FOOD, TOBACCO AND LIQUORS—				
Brewery workers	Dominion & O'Keefe Brewing Cos.	275	June 1	Increase of $2 per week.
Food factory workers	All employers in Manitoba.	300	June 1	Wages increased from $7.00 to $9.00 and $10.00 per week.
TEXTILES—				
Cotton mill workers	Dom. Textile Co., Montmorency Falls.	1,489	Apr. 8	Increase of 10 per cent.
CLOTHING AND LAUNDERING—				
Garment workers	Turner, Beeton and Co., Limited.	30	June 10	Wages increased $2 per week.
PRINTING, PUBLISHING & PAPER GOODS—				
Job compositors	All employers Hamilton	150	May 1	Wages increased from $19.50 to $24 per week.
Floormen	" " "	.....	.....	Wages increased from $22 to $24.50 per week.
Machine operators	" " "	.....	.....	Wages increased from $22.50 to $25. per week.
Pressmen, etc	All employers Hamilton.	75	May 1	Advanced from $19.50 to $24 per week.
Assistants & feeders	" " "	.....	.....	Advanced from $12 to $17 per week.
WOODWORKING AND FURNITURE—				
Broom makers	Employers, Hamilton.	15	May 1	Increase in wages.
LEATHER, BOOTS AND SHOES AND RUBBER—				
Boot and shoe workers	McPherson Shoe Co.	300	May 1	Wages of cutters increased 4 cts per hour; all others, 10 per cent.
TRANSPORTATION—				
Express employees	Dom. Express Co., Winnipeg.	200	May 1	Increase of 35 per cent.
Stationmen	Grand Trunk Ry., System.	3,000	May 1	Increase in wages.
Conductors and motormen	Dominion Power Co, Hamilton.	100	Apr. 1	Wages increased.
Conductors and motormen	Hamilton St. Ry., Hamilton.	260	Apr. 1	Increase in wages of from 6 to 8 cents per hour.
Conductors and motormen	Sandwich & Windsor Ry., Sandwich.	80	May 1	Increase of 7 cents per hour.
Motormen and conductors	Sherbrooke St. Ry.	30	May 1	Bonus of 5 per cent granted
Motormen and conductors	Winnipeg St. Ry.	950	May 1	Increase of from 2 to 3 cents per hour.
Motormen and conductors	Port Arthur & Fort William Civic Ry.	33	May 1	Increase of from 4 to 5 cents per hour.
Motormen and conductors	Hull Electric Ry.	130	May 29	Increase ranging from 25 to 50 per cent.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1918.—*Continued.*

Class of workpeople affected	Firm or establishment	Approximate number of workpeople affected	Date from which change took effect	Particulars of change
TRANSPORTATION—*Continued.*				
Motormen and conductors	Brantford Municipal Railway.	35	May 23	Increase in wages.
Motormen and conductors	London St. Ry.	169	May 1	Increase ranging from 5 to 8 cents per hour.
Trackmen and barnmen	London St. Ry.	63	May 1	Increase ranging from 2 to 3½ cents per hour.
Motormen and conductors	Tramway Co., Montreal.	3,129	June 1	Wage increase of 20 per cent.
Marine firemen, oilers, etc	All Companies, Victoria.	300	Apr. 1	Increase ranging from $10 to $15 per month.
Steamer employees	" " "	450	Apr. 1	Increase ranging from $10 to $15. per month.
Longshoremen	Stevedoring Cos.	160	June 1	Wage increase of 20 cents per hour.
Tramsters	Gilles-Guy Coal Co.	60	Apr. 23	Increase of $1 per week.
MINING, QUARRYING & REFINING OF ORES—				
Coal miners	Western Coal Operators Association.	7,000	Apr. 1	General increase.
Coal miners	Western Fuel Co.	1,000	Apr 16	Wage increase of 50 cents per day.
Miners	Dominion Iron and Steel Co.	2,765	June 1	General increase.
BUILDING AND CONSTRUCTION—				
Painters	Employers Winnipeg.	250	Apr. 1	Wage increase of 5 cents per hour.
Bricklayers and masons	" " "	350	" "	Increase of 5 cents per hour.
Bricklayers and masons	Employers Niagara Falls.	35	" 15	Wage increase of 5 cents per hour.
Bricklayers	Employers London.	60	May 1	Increase of 5 cents per hour.
Electric workers	Employers Hamilton.	85	May 1	Increase of 5 cents per hour.
Stonecutters	" " "	23	May 1	Increase of 5 cents per hour.
Painters, etc	" " "	120	May 1	Increase of 5 cents per hour.
Structural iron workers	" " "	40	Apr. 1	Increase of 10 cents per hour.
Lathers	" " "	15	May 1	Wage increase of 50 cents per day.
Bricklayers and masons	" " "	200	May 1	Increase of 5 cents per hour.
Plumbers and steamfitters	" " "	125	May 15	Increase in wages.
Plasterers	" " "	80	May 15	Increase of 10 cents per hour.
Plasterers	Employers Halifax.	215	May 1	Increase of 10 cents per hour.
Carpenters, etc	" " "	308	May 1	Increase of 10 cents per hour.
Painters	" " "	200	May 1	Wage increase of 10 cents per hour.
Carpenters	Employers Niagara Falls.	225	May 1	Wages advanced 5 cents per hour.
Carpenters	Employers Bridgeburg.	20	May 1	Increase of 10 cents per hour.
Carpenters	Employers Port Colborne.	50	May 1	Wage increase of 10 cents per hour.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1918.—*Concluded.*

Class of workpeople affected	Firm or establishment	Approximate number of workpeople affected	Date from which change took effect	Particulars of change.
BUILDING AND CONSTRUCTION—*Continued.*				
Carpenters	Employers, Welland.	35	May 1	Increase in wages and reduction in hours.
Bricklayers and masons	Employers, Windsor	60	June 15	Increase of 5 cents per hour.
LUMBERING—				
Mill hands, etc	Stilson Co., St. John.	257	May 23	Wage increase of 45 cents per day.
PUBLIC EMPLOYMENT—				
Street cleaners	City of Vancouver.	300	May 4	Increase of 25 cents per day.
Foremen, labourers, etc	City of St. John	44	May 15	50 cents per day increase.
Firemen	City of Victoria	60	June 1	General increase.
Firemen	City of Peterboro	17	May 28	War bonus of 15 per cent.
Firemen	City of Brantford	21	June 14	Increase of 15 cents per day.
MISCELLANEOUS—				
Cooks and waiters	Employers, Victoria.	65	Apr. 15	Hours reduced from 9 to 8 per day.

PRICES, RETAIL AND WHOLESALE, IN CANADA, JULY, 1918, AND IN OTHER COUNTRIES

THE movement was upward in retail prices as well as in wholesale prices. Many of the changes were seasonal, including increases in certain grains, dairy products, potatoes, and fuel as well as decreases in livestock and meats.

In retail prices the average cost of a weekly family budget of staple foods was $13.00 as compared with $12.77 in June, and $11.62 in July, 1917, $8.46 in July, 1916, and $7.42 in July, 1914. The increases for the month were in meats, eggs, and potatoes with slight decreases in milk and dairy butter. Coal, wood, coal oil, and rent showed increases.

In wholesale prices the index number reached 284.0 for July as compared with 280.6 for June, 242.6 for July, 1917, and 134.6 for July, 1914. The chief increases for the month were in dairy products, fresh and canned vegetables, textiles, and lumber but there were decreases in livestock, meats, and fresh fruits.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other

important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the Labour Gazette from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

On August 1st, the Canada Food Board issued a statement as to what the highest prices of certain substitutes for flour should be at retail, in view of existing wholesale prices, east and west of Fort William. It was pointed out that these were not fixed prices and would vary with changes in the prices of grain.

WHOLESALE AND RETAIL PRICES OF FLOUR SUBSTITUTES

	Wholesale)Per bbl. of 196 lbs.)		Retail (Per lb.)	
	East	West	East	West
Corn flour, white..... ..	$11.50-12.10	.....	6¾c	....
Corn flour, blended.....	10.50—11.10	11.80—12.80	6¾c	8c
Rye Flour.....	13.00	12.00*	7½c	8½c
Barley Flour.....	11.00	11.50	6¾c	6c

*$13.50 in British Columbia.

Retail Prices

Sirloin steak was higher in price in several of the cities east of Fort William, but west of that city, there were several decreases. Similar changes occurred in other lines of meats, except salt pork and bacon which were comparatively steady throughout the Dominion.

Eggs, fresh, were higher throughout the Dominion. Milk was lower in price at St. John's, Montreal, and Regina. Dairy butter averaged slightly lower, being down in several cities and up in others. Creamery butter was also higher in some of the cities but lower in others but averaged the same as in June. Cheese was almost unchanged.

Bread was lower at Sorel, having declined toward the end of June. At Prince Albert, the price was higher. Flour changed slightly in some of the cities east of Fort William. Tapicoa showed some increases. In canned vegetables there were some advances.

Potatoes rose considerably in some localities as the stock of old potatoes became exhausted and new potatoes were not yet being marketed in large quantities. In some localities the prices were lower as supplies were good.

Coal, anthracite, was higher in several of the cities by 50c or $1.00 per ton but, at Belleville the price was reduced from $12.00 to $11.50 per ton, the same

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Newcastle	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak.... lb.	38	40	35	40	40	38.6	30	35-38	45	35	32	37.1	29-31	40	40	38-38
2-Beef, round steak.... "	35	40	35	38	37	37.0	30	32-35	35	30	30	32.1	29-31	35	35	35-38
3-Beef, rib roast prime "	35	30	28	25	35	30.6	28	25-30	35	25	25	23.1	30	40	35	30
4-Beef, shoulder roast med.	25-35	30	25	28	32	29.0	25	20-25	28	25	22	24.4	23-25	35	30	28
5-Veal, roast, forequarter "	18-20	18-25	22	22	22	21.3	15	18-24	18	16	.....	18.3	29-34	30	30	25
6-Mutton, leg roast, h'q. "	25-35	20	30	40	.....	30.0	25	.....	35	25	22	27.3	27-30	40	.....	30
7-Pork, fresh, roast, ham "	38	35	30	35	33	34.2	35	35	35	30	30	32.5	36-38	40	35	35
8-Pork, fresh chops.... "	38	40	32	35	35	36.0	35	35	38	35	32	35.0	36	40	35	35
9-Pork, salt, mess..... "	22	35	36	35	35	32.6	33	35	40	38	40	33.3	38-40	40	33	34
10-Bacon, br'fast, not sli'd "	50	50	50	45	45	48.0	48	48	45	50	55	49.5	50	50	50	50
11-Fish, fresh, g. quality. "	40	12-30	30	8-12	15	23.2	8	12	10-15	12	18-25	14.5	10	15-35	15	12-15
12-Fish, salt, herrings..doz.	60	60	60	50	60	58.0	60	60	60	50	60	57.5	60	60	.....	.....
13-Salmon, canned, med..lb.	.....	30-35	35	30	35	33.1	30	35	35	30	40	35.0	30	25-40	30-40	25
14-Lard, pure leaf, best.. "	40	38	37	38	38	38.2	35	36	38	36	40	37.5	36	40	38	35
15-Eggs, new laid.....doz.	50	40	55	60	48	50.6	45	45	50	55	40	47.5	45	50	50	45
16-Eggs, storage..... "	.....	.....	50	.....	.....	50.0	.....	.....	.....	35	.....	35.0	.....	40	.....	.....
17-Milk, delivered.....qt.	12-14	12	10	12.5	11	11.7	9	9-10	12	11	10	10.6	12	12	10	10
18-Butter, dairy solids ..lb.	55	50	45	52	48	50.0	37	42	45	38	45	42.5	40-42	44	50	42
19- " creamery prints "	60	55	50	58	55	55.6	48	48	50	55	55	52.0	44-46	47	55	45
20-Cheese, old..... "	.....	.....	.....	.....	.....	.....	28	.....	35	33	.....	34.0	35-37	35	35	30-32
21-Cheese, new..... "	30	32	30	32	32	31.2	25	32	35	30	35	33.0	31-33	30	35	30
22-Bread, plain white... "	8	8	8	8	8	3	7.3	8-8.7	8-8.7	8	8.7	3.4	8	7.3	8.3	4.5
23-Flour, family..... "	7.5-7.7	7.9	6.9	7.3	8.3	7.3	6.6	7.2	7.9	7.7	7.9	7.7	7.5	7.3	7.9	7.3
24-Rolled oats, standard. "	9	9	8	10	8	3.3	8	8	10	8	10	3.0	9	8	10	8
25-Rice, medium..... "	14	15	10	12	12	12.6	10	12	12	12	13	12.3	10	10	12.5	10
26-Rice, Patna..... "	.....	.....	10	18	12	13.3	12	.....	18	15	17	16.7	.....	12	18	12
27-Tapioca, medium pearl "	22-25	15	25	20	20	20.7	20	†35	25	22	25	26.3	15	20	23	20
28-Tomatoes, canned 3's can	30	28	25	25	30	27.6	25	25	25	28	27	26.3	25	25	25	25
29-Peas, canned 2's.... "	25	20	20	20	20	21.0	20	20	25	18	20	20.3	20	20	22	25
30-Corn, canned 2's.... "	25	25	25	25	25	25.0	25	24	25	25	23	24.3	20	25	25	23
31-Beans, common.....lb	20	20	20	18	20	19.3	15	20	18	18	20	19.3	18	20	20	18
32-Apples, evaporated... "	.....	18	30	25	.....	24.3	25	.....	.....	23	.....	23.3	16	30	.....	25
33-Prunes, medium..... "	18-20	18	17	18	15	17.4	18	18	18	18	20	13.5	18	20	18	18
34-Sugar, granulated.... "	12	11	10	11	10.5	10.3	10	10	10.8	11.1	10	10.5	10	11	12	10
35-Sugar, yellow..... "	11	10	9.1	10	10	10.0	9.5	10	10.5	9.5	10	13.3	9	10	11	9.5
36-Tea black, medium.. "	55-75	55	55	65	55	60.3	60	75	60	65	55	63.3	60	45	60	40
37-Tea, green, medium.. "	.....	55	55	65	.....	58.3	70	.....	70	70	65	68.3	60	45	60	35
38-Coffee, medium..... "	45-50	50	45	50	45	47.5	45	50	45	50	55	50.0	55-60	45	50	40
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	$1.50	$ f1.50	$1.35	$3.50	$1.65	$1.80	$1.13	$1.50	$2.40	$2.50	$1.75	$2.04	$2.00	$1.97	$2.25	$3.00
40-Vinegar, white wine, XXX, per quart.....	.12	.12	.10	.15	.13	.124	.16	.10	.15	.10	.125	.113	.18-.22	.15	.15	.10
41-Starch, laundry, per pound.....	.15	.12	.15	.15	.15	.144	.14	.15	.16	.14	.15	.15	.12-.14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs.	16.80	.....	15.00	14.50	14.25	15.14	17.35	.....	15.50	13.50	14.00	14.33	12.00	11.50	10.75	10.75
43-Coal, bituminous, domestic, per ton, 2,000 lbs.	7.80	7.50	7.15-9.25	8.00	10.00	7.50	9.35	7.50-8.50	8.00-12.00	9.00	8.00-8.25	3.78	12.00	10.00	10.00	10.50
44-Wood, hard, best, per long cord (128 cu. ft.).....	6.00	6.00	6.00	10.00	8.00	7.20	9.00	d8.00	10.00 14.00	d14.00	7.00	13.25	b13.33 14.67	12.00	12.00	d 13.00
45-Wood, soft, best, per long cord (128 cu. ft.).....	5.00	5.00	4.50	6.50	4.50	5.10	8.00	4.00	8.00	6.00	4.00	5.50	b11.33 12.67	8.00	11.00	c7.50 8.00
46-Coal oil, prime white, per gallon.....	.28	.25	.27	.25	.28	.266	.24	.26	.24	.22	.27	.248	.22	.25	.25	.22
47-Rent, house, 6 roomed, san. conveniences, mon.	14.00-18.00	14.00	16.00	25.00	18.00-20.00	13.00	12.00	20.00 25.00	13.00	16.00	14.00	16.33	17.00-20.00	12.00	16.00	14.00
48-Rent, house, 6-roomed, no san. con., per month	8.00-12.00	9.00	7.00	18.00-20.00	12.00-15.00	11.70	9.50	14.00 16.00	10.00	12.00	10.00	11.75	.....	8.00	14.00	7.00

f Calculated from price per bushel c Slabs and millwood. b Calculated from price per wagon load.
† In packages.

CANADA, AT THE MIDDLE OF JULY, 1918

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
33	40	38	34-35	**36.5**	35	40-45	42	40	42	45	45	40	42	45	42	40	42	35	1
33	40	35	30-35	**34.6**	35	36-42	40	35	42	40	40-43	38	38	40	40	40	38	35	2
20	35	25-28	28-30	**30.7**	30	33-37	35-40	30	32	35	35-38	30	35-39	35	33	38	35	28	3
25	30	25-28	25-28	**28.1**	25	32	30-32	26	30	32	30-32	27	30	28	30	30	28	28	4
15	25	20	20-22	**24.7**	25-30	25-30	25-30	30	30	30-35	30-34	30	32	30	35	25	32	30	5
35	38	38	.....	**34.9**	37	35	40-42	40	40	38-40	.....	40	42	35	45	40	42	.....	6
32	40	40	35	**36.8**	38	35-38	38-40	32	40	37-38	37-40	40	40	37	45	43	35	40	7
32	40	42	35	**36.7**	38-40	40	38-42	35	42	38-40	40-45	40	42	40	45	43	42	40-42	8
37	38	38	35	**36.8**	38	32-35	33-35	.....	35	.....	35-38	38	38	33	40	25	34	.....	9
55	50	48	45-48	**49.9**	52	48-50	48	55	54	53	45-48	55	46-48	48-50	50	44	45	48	10
12-18	10-15	10	12.5-15	**14.4**	10-12	15-35	18	15	20	15	12.5-18	15	20-25	18-20	15-20	25	12.5-30	22	11
.....	96	.....	55-60	**68.4**	.....	.....	.....	.....	.....	.....	.....	....	.....	50	.....	.....	.....	.....	12
25	30-35	25	25-40	**29.7**	25-35	25-40	28-40	25	30	30	25-35	35	27-30	30	35	25-40	38	30	13
35	36	37	37	**36.8**	35	35-37	30-35	37	39	38	38	40	35	33	38	37	36	37	14
45	50	50	60	**49.4**	52	43-46	45	48	48	45	50-55	55	55	52	52	47-50	50	47	15
.....	40	.....	.....	**40.0**	.....	.....	.....	.....	.....	.....	.....	....	50	.....	.....	.....	.....	.....	16
9	9	12	11	**10.6**	11	11-12	10-11	11	11.1	10	13.3	12	12	12.5	12	11.8	11-12	10.5	17
.....	48	.....	45-46	**45.1**	49	43-47	45	48	d48	38	40-45	....	50	48	47	46-48	43	46	18
45	50	50	50	**48.4**	52	50-52	45-50	48	50	43	50-55	55	51	50	50	48	48	48	19
30	.....	38	.....	**34.2**	35	30-32	35	34	35	35	38	35	32	30	.....	30	35	34	20
.....	28	32	28-30	**30.9**	30	.....	30	30	30	30	28-30	28	30	28	32	28	30	.....	21
6.3-6.7	6.7	8	7.3	**7.1**	6.9	7.3	7.3	6.3	7.3	7.3	6.7	7.3	7.3	8	7.3	7.3	7.3	7.3	22
7.3	6.9	7.3	6.5-6.9	**7.3**	7.1	6.3-6.7	6.9	6.9	6.7	5.8	6.9-7.3	6.7	6.5	6 6	6.7	6.3	6.5	6.1	23
7	10	7	7.5	**8.3**	8	7-8	7	7.5	9	6.8	8	7	7.1	7	9	8.3	8.3	8	24
10	12	12.5	10-12	**11.0**	12	12.5	10-12	11	12.5	12.5	12.5	12.5	12.5	10	10	12	10	.....	25
12	15	15	12-15	**13.9**	15	15	12	15	15	15	15-18	14	15	13-14	13	15	12.5	10	26
20	16	20	18	**19.0**	20	20	18	20	18	18	20	20	20	18	20	20	20	20	27
32	25	25	25	**25.9**	25	25	25	25	25	30	25-30	30	30	21	25	25-30	25	25	28
25	25	20	18-20	**22 0**	18	20	18	20	20	20	20-30	25	20-22	17	20	20	20	18	29
25	24	17.5	22-23	**22 8**	25	25	23	25	25	25	25-30	25	25	21	25	25	25	25	30
15	18	20	15	**18.0**	18	12.5-15	15	15	18	15	15-18	18	20	15	15	18	12.5	15	31
25	25	18	25	**23.4**	20	18-20	15	.....	20	.....	.....	....	.....	15	.....	28	.....	.....	32
15	25	15	15-17	**18.1**	18	20	18	18	20	17.5	15-25	17	18	15-18	18	20	18	18	33
10	11.1	10	10-10.3	**10.5**	11.1	11.1	10	10	10	11.1	10	10	11.1	10	11.1	11.1	11	10	34
9.1	10	9	8.9-9.7	**9.6**	10	10	9.1	9.1	10	10	9	9.1	10	9.1	10.5	10	10	10	35
50	50	55	60-65	**52.8**	70	55-65	45-50	70	60	60	60-70	50	65-70	60	70	60-70	65	60	36
50	50	50	50-55	**50.3**	60	55-60	45-50	65-70	55	40	50-55	50	55-60	60	70	60	60	60	37
50	50	40	50	**47.8**	55	45-50	50	35	50	40	45-55	30	45-50	35	45	30-50	45	30	38
$	$	$	$			$1.50					$	$	$		$	$		$1.50	
*	2.25	*	*	**$2.73**	*	1.80	$1.80	$2.00	$1.75	$1.50	*	*	*	$1.50	*	*	$2.00	2.00	39
.10	.16	.15	.10	**.139**	.12.5	.10	.125	.10	.14	.10	.12	.125	.12	.12	.10	.10	.13	.10	40
.10	.15	.12	.125-.13	**.135**	.13	.15	.15	.12	.15	.12	.125	.14	.12-.14	.12	.15	.15	.13	.13	41
11.00	10.00	11.10	10.25	**10.92**	10.25-10.75	11.00	11.50	11.50	11.50	11.00	11.00	....	10.00	10.00-10.50	10.50	10.50	10.00	10.50	42
11.00	.....	8.50	.....	**10.33**	9.25	.....	11.50	11.50	11 50	10.00	12.00	7.75	.....	12.00	10.50	10.50	9.50	10.50	43
d11.00	15.00	d14.00	12 50	**13.00**	13.75	15.00	13 00	11.00	d11.00	15.00	17.00	g	.....	17.00	20.00	16.00	14.50	15.00	44
d9.00-12.00	9.00	c8.00	7.00	**9.03**	7.50	b 12.00	10.50	9.00	7.00	8.00	9.00	g	.....	14.00	16.00	10.00	9.00	10.00	45
.22	.22	.30	.23-.25	**.24**	.30	.25	.25	.22	.28	.25	.20-.25	.22	.....	.20	.25	.25	.25	.25	46
12.00-14.00	10.00-12.00	14.00-18.00	15.00 20.00	**14.75**	24.00	16.00	15.00-20.00	18.00-20.00	20.00-25.00	13.00-16.00	22.00-30.00	15.00 20.00	16.00	23.00-25.00	15.00 20.00	18.00	16.00	18.00 22.00	47
9.00-12.00	6.00 10.00	12.00-13 00	10.00 15.00	**10.29**	17.00	11.00	14.00-16.00	15.00-18.00	16.00-18.00	11.00-13.00	16.00-20.00	12.00 15.00	14.00	17.00-19.00	13.00	14.00	12.00	12.00 15.00	48

*New potatoes only, quoted per lb. and per peck. eCalculated from price per 100 lbs.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION.

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin, steak.....lb.	40	36	35-40	38-40	38	38	38	43	45	45	45	**40.9**	40	35	**37.5**
2-Beef, round steak..... "	37	34	35-38	35-38	35	36	35	40	40	40	40	**38.1**	34	30	**32.0**
3-Beef, rib, roast, prime..... "	30	28	30-35	30-32	30	38	30	38	35	40	40	**33.8**	35	25	**30.0**
4-Beef, shoulder roast..... "	28	26	28-30	28-30	28	30	25-28	36	30-32	35	35	**29.7**	28	25	**26.5**
5-Veal, roast, forequarter.... "	30	28	27-30	25	30	32	30	36	30	35	35	**30.4**	30	30	**30.0**
6-Mutton, leg roast, hind'q'ter "	38	.....	35	35	35	32	35	40	45	35	35	**38.2**	40	35	**37.5**
7-Pork, fresh, roast, ham.... "	43	46	35-38	43	45	50	35	40	40	40	40	**40.0**	38	40	**39.0**
8-Pork, fresh, chops..... "	43	42	38-42	45	45	48	35-40	40	40	45	45	**41.6**	48	40	**44.0**
9-Pork, salt, mess..... "	20	38	36	.....	35	.....	.....	37	.....	40	40	**38.4**	38	30	**34.0**
10-Bacon, breakfast, not sliced "	52	48	50	45	48	50	50	52	48	55-65	60-65	**50.4**	50	55	**52.5**
11-Fish, fresh, good quality... "	13-15	25	11-13.5	15	14-20	12-25	16	20	17	15-18	15-18	**18.0**	15	30	**22.5**
12-Fish, salt, herrings.....doz	.....	.....	40	30	.....	.....	.....	70	.....	60	60	**51.7**	90	.....	**90.0**
13-Salmon, canned, medium...lb.	30	35	35	25	30	38	30	30-35	35	25-40	30-40	**31.9**	35	35	**35.0**
14-Lard, pure leaf, best..... "	37	36	35	36-38	38	36	30	35	38	40	40	**36.9**	38	35	**36.5**
15-Eggs, new laid.....doz.	45	43	48	50	45	46	42	55	48	50-55	50	**48.8**	42	40	**41.0**
16-Eggs, storage..... "	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	**50.0**	.....	.....	.....
17-Milk, delivered.....qt.	10	10	10	10	12	14-15	10	15	13.3	14.3	14.3	**11.8**	13	12.5	**12.8**
18-Butter, dairy solids.....lb.	*a*45	46	45	48	45	46	42	50	45	50	50	**46.1**	.....	45	**45.0**
19-Butter, creamery prints.... "	50	50	49	50	50	48	45	53	52	55	55	**50.0**	50	55	**52.5**
20-Cheese, old..... "	30	34	30	32	32	36	30	33	.....	30	30	**32.9**	38	35	**36.5**
21-Cheese, new..... "	30	32	30	30	30	35	30	.....	30	30	30	**30.1**	30	.....	**30.0**
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	**7.5**	7.5	7.3	**7.4**
23-Flour, family..... "	6.3	6	6.7	6.5	6.7	6.7	6.3	7.1	6.9	6.3	6.5	**6.6**	6.3	6.7	**6.5**
24-Rolled oats, standard..... "	7	7.5	8.3	8	8	8.3	8.3	8	7	6.8	8.3	**7.8**	8	7.5	**7.8**
25-Rice, medium..... "	12.5	13	13	10-12.5	12.5	12.5	10-12	12.5	10	12.5	12.5	**11.8**	10	10	**10.0**
26-Rice, Patna..... "	15	15	15	15	15	14	12.5	16	14	17.5	18	**14.5**	12.5	12.5	**12.5**
27-Tapioca, medium pearl..... "	20	18	20	25	20	16	18	20	17	20	20-25	**19.5**	17.5	17.5	**17.5**
28-Tomatoes, canned 3's.....can	20	20	25	25	25	32	25	25	25	30	30	**25.9**	25	25	**25.0**
29-Peas, canned 2's..... "	15	18	18	20	18	22	20	23	19	20	20	**19.8**	17	20	**18.5**
30-Corn, canned 2's..... "	20	18	20	25	25	25	22	25	23	25	25	**24.0**	25	23	**24.0**
31-Beans, common..... "	17	15	18	17	20	32	15	20	14	20	15	**17.2**	13	12.5	**12.8**
32-Apples, evaporated..... "	25	.....	.....	.....	.....	.....	.....	27	.....	25	25	**21.9**	23	20	**21.5**
33-Prunes, medium..... "	15	18	18	18	18	25	15	20	16	20	20	**18.4**	17	18	**17.5**
34-Sugar, granulated..... "	11.1	10.5	10.5	11.1	11.1	10	10	10.5	11.1	11.1	11.1	**10.6**	11.1	11.1	**11.1**
35-Sugar, yellow..... "	10	9.1	9.5	10	10	10	12.5	10.5	10	10	10	**9.9**	10	10	**10.0**
36-Tea, black, medium..... "	60	55	60	60	50-70	50-65	55	55	60	55-80	60-85	**58.9**	50	60	**55.0**
37-Tea, green, medium..... "	50	55	60	60	50-60	50-65	50	55	50	50-70	55-75	**56.4**	50	50	**50.0**
38-Coffee, medium..... "	45	45	50	40	45	35-45	45	50	40	45-50	40-50	**43.7**	28	45	**36.5**
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$ *	$ *	$2.75	$ *	$ *	$ *	$1.80	$2.40	$ *	$1.85	$1.75	**$1.83**	$2.62	$2.10	**$2.36**
40-Vinegar, white wine, XXX per quart.....	.10	.10	.13	.125	.12	.12	.125	.12	.15	.15	.15	**.12**	.10	.15	**.125**
41-Starch, laundry, per pound.....	.125	.13	.13	.9	.14	.15	.15	.15	.15	.15	.15	**.130**	.125	.15	**.138**
42-Coal, anthracite, stove size, per ton of 2,000 lbs.....	10.50	11.00	10.50	10.50	10.50	10.50	11.00	12.50	11.00	10.50	10.00	**10.76**	12.00	13.50	**12.75**
43-Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	11.00	10.00	9.00	10.00	9.50	8.50	.....	11.00	10.50	10.00	**10.27**	11.50	10.50	**11.00**
44-Wood, hard, best, per long cord (128 cu. ft.).....	11.00	14.00	12.00-15.00	8.50	*b & c* 8.00	.....	12.00	10.50	*d*8.00	8.50-10.00	8.50-10.00	**12.83**	9.50	10.50	**10.00**
45-Wood, soft, best, per long cord (128 cu. ft.).....	8.00	12.00	.....	.....	*b & c* 6.00	.....	10.00	9.50	*d*7.50	7.00-8.00	7.00-8.00	**9.50**	7.50	8.50	**8.00**
46-Coal oil, prime white, per gallon.....	.25	.23	.22	.18	.25	.22	.25	.28	.25	.30	.30	**.247**	.25	.30	**.275**
47-Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.00-25.00	15.00-22.00	15.00-20.00	25.00	10.00-13.00	22.00	25.00-35.00	15.00-25.00	15.00-25.00	**19.36**	25.00-30.00	18.00-20.00	**23.25**
48-Rent, house, 6-roomed, no san. conveniences, per mo.....	10.00	10.00	12.00-17.00	8.00-12.00	10.00-12.00	18.00	7.00-10.00	14.00	15.00-20.00	10.00-15.00	10.00-15.00	**13.72**	17.50-20.00	12.00-15.00	**16.13**

a Prints. *g* Natural gas.

CANADA, AT THE MIDDLE OF JULY, 1918.—Concluded

Saskatchewan					Alberta					British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	d.	c.	c.	c.	c.	
40	35	40–45	32	37.4	40	38	42	42	40.5	43	50	45	42	45	40	50	45.0	39.8	1
30	30	35	30	31.3	35	35	36	38	36.0	40	45	40	38	38–43	36	40	40.0	36.4	2
30	30	35–38	30	31.6	35	34–38	36	32	34.8	35	40	38	30	36	32	38	35.6	32.6	3
28	30	28–30	25	28.0	30	28	28	28	28.5	32	30.32	35	28	27–31	28	35	31.1	28.9	4
27	30	32	30	29.8	35	28–30	.....	35	33.0	33	35	40	27	28	32	35	32.9	28.3	5
40	35	38	30	35.8	40	38	42	45	41.3	45	42	40	30	41	45	50	41.9	36.8	6
38	30	35–40	30	33.9	40	38	40	35	38.3	38	35–38	40	38	30–33	35	45	37.7	37.7	7
40	35	30–40	32	38.0	40	42	42	35–40	40.4	38	45	45	40–50	40–50	40	50	44.0	39.8	8
.....	30	40	25	31.7	35	35	35	.....	35.0	35	.....	40	35	.....	38	.....	37.0	35.2	9
60	55	60	55	57.5	50	55–58	50	50	51.6	53	50	50	55	55	52	55	52.9	51.0	10
27	15–25	12.5	20	19.9	25	28	10–25	28–30	24.6	28	10–30	10–30	20	22	9.5	15	19.2	18.4	11
1.00	.....	.....	75	87.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	60.0	62.0	12
35–40	30	40	35	38.1	25	25–30	40	.....	30.8	25	20–35	20–35	35	25	24	30	27.7	31.7	13
35	35	40	35	36.3	35	35	40	40	37.5	35	38	37	40	33	37	40	37.1	36.9	14
40	35	40	35	37.5	45	40	50	45	45.0	65	65	65	60	65	60	65	63.6	49.3	15
.....	.....	.....	.....	.....	.....	30	.....	.....	30.0	.....	.....	.....	.....	45	.....	55	50.0	43.1	16
13	12.5	12.5	14.3	13.1	12.5	11.1	12.5	12	12.0	14.3	14.3	15	12.5	12.5	14.3	12.5	13.6	11.8	17
40	a40	40	45	41.3	a40	40–45	50	a45	44.4	.....	45	.....	50	45	55	50	49.0	45.7	18
50	50	55	50	51.3	50	50	55	50	51.3	55–60	55–60	55–60	60	55	65	60	59.0	51.7	19
35	35	35	35	35.0	30	30	35	35	32.5	30–35	35	.....	35	32	35	32	33.6	33.4	20
.....	.....	.....	.....	.....	.....	30	30	35	31.7	.....	.....	30	.....	32	29	32	30.8	30.6	21
8.3	8	8	10	8.6	7	8	8	8	7.8	9.9	8.9	8.9	8.9	8.9	8.9	8	8.9	7.8	22
6.3	6.5	6	6.3	6.3	6.3	6	6.3	6.3	6.2	6.5	6.3	6.5	6.3	6.7	6.5	6.1	6.4	6.8	23
8.1	7	8.1	7.5	7.7	8	7.5	7	9–10	8.0	6.9	8.8	8	8	9	9	8	8.2	8.1	24
12.5	10	12.5–15	10	11.6	10	10	11	12.5	10.9	12.5	11	12.5	13	12	10	12.5	11.9	11.6	25
17.5	10	15	.....	14.2	.....	12.5	15	.....	13.8	.....	12.5	.....	.....	.....	10	.....	11.3	14.2	26
20	20	20	20	20.0	20	18	17.5	20	18.9	17.5	20	16	17.5	18	17	17	17.6	19.7	27
25	25	30	25	26.3	25	25	25	27.5	25.6	22.5	20	19	25	25	23	20	22.1	25.6	28
20–25	20	15–25	20	20.6	20	23	20	25	22.0	20	20	19	17.5	22	20	20	19.8	20.4	29
25–30	20	25	25	24.4	25	27	30	27.5	27.4	22.5	25	21	25	28	23	25	24.2	24.2	30
20	15	20	15	17.5	15	12.5–16	16.7	20	16.5	12.5	15	15	17.5	15	12.5	15	14.6	17.1	31
15	15	25	15	17.5	25	30	30	32.5	29.4	30	.....	21	20	28	15	20	22.3	22.9	32
17.5	20	20	15	18.1	17.5	17.5	17	20	18.0	15	15	17	17.5	18	17	15	16.4	18.0	33
11.5	12.5	12.5	12.5	12.3	11.3	12.5	12	12	12.0	11.1	12.5	11.5	11.1	11.1	11.1	11.1	11.4	10.9	34
12.5	12.5	.....	11.1	12.0	12.5	12.5	12.5	12	12.4	10	11.1	11	10	10	11.1	10.5	10.5	10.2	35
65–75	65	65	65	66.3	40	55–60	60–65	60–70	56.3	50	60	60	60	45	55	60	55.7	58.3	36
65–75	65	50	55	60.0	50	55–60	50–60	65	56.9	50	60	55	60	45	55	60	55.0	56.4	37
45–55	50	40	55	48.8	40	40–45	35–40	40–45	40.6	37.5	40	46	45	45	45	40	42.6	44.8	38
$										$		$				$			
•	$1.50	$2.25	$2.25	$2.00	$2.50	$1.50	$1.95	e$2.25	$2.05	e2.25	$1.80	e1.35	$1.75	$3.15	$1.80	•	$2.02	$1.98	39
.15	.15	.....	.15	.15	.20	.20	.15	.20	.188	.30	.30	.22	.15	.25	.25	.20	.239	.144	40
.15	.15	.15	1.5	.15	.125	.15	.15	.18	.151	.15	.15	.16	.125	.14	.15	.15	.146	.141	41
.....	h15.00	.....	14.75	14.88	g	.....	7.25–8.25	.....	7.75	.....	13.00	.....	.....	.....	.....	.....	13.00	11.80	42
10.00	10.00–11.00	10.00	9.00	9.58	g	h5.50–6.50	7.25–8.25	6.25	6.67	3.25–5.80	8.00–10.00	9.50	9.30	8.80	8.25–9.00	6.15	7.99	9.39	43
d11.00	d7.50	.....	.....	9.25	g	4.00	5.75	c7.00	5.58	.....	7.50	7.50	.....	.....	.....	.....	7.50	11.07	44
10.00	d6.50	10.50	10.00	9.25	g	4.00	5.25	h & c 9.75	6.33	9.00	6.75	7.50	7.00	4.50–5.63	6.00	.....	6.89	8.13	45
.30	.30	.30	.35	31.3	.35	.30	.40	.35	.35	.40	.55	.50	.30	.30	.45	.30	.40	.278	46
35.00	15.00	30.00	25.00	26.25	22.50	22.00	25.00–35.00	18.00–20.00	23.38	20.00	15.00	30.00	15.00–18.00	25.00	12.00–16.00	15.00–20.00	19.71	19.22	47
10.00–15.00	12.00	15.00	15.00	13.63	15.00	12.00	15.00–25.00	10.00	14.25	18.00	.....	20.00	10.00–12.00	22.00	.....	12.00–15.00	19.90	13.30	4

*d*Mixed, poplar, tamarac, jackpine, birch, maple, etc. *l*Lignite.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1916	1917	July, 1914	July, 1915	July, 1916	July, 1917	June† 1918	July 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	60.2	49.4	49.2	52.6	63.6	76.8	79.6
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34 0	41.3	33.6	33.4	35.2	43.5	55.6	57.8
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	22.7	17.4	17.3	19.2	22.8	27.9	28.3
Mutton, roast, hindq'	1 "	11 8	12.2	16.8	18.0	17.8	19.1	23.3	28.1	20.9	21.3	23.9	28.9	36.3	36.8
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	29.6	20.2	19.5	22.4	30.0	34.9	37.7
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	53.5	37.4	34.4	38.8	54.1	69.6	70.4
Bacon, breakfast	1 "	15.4	17.8	24.5	23.3	22.5	24.7	28.8	38.5	25.5	26.6	28.7	39.8	50.7	51.0
Lard, pure leaf	2 "	26.2	28.2	40.6	36.0	35.6	33.4	40.4	59.4	36.8	35.8	40.4	62.3	73.8	73.8
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	48.9	26.9	25.3	31.0	38.9	44.8	49.3
Eggs, storage	1 "	20.2	23 4	28.4	27.9	31.2	23.1	32.7	42.4	24.9	24.9	28.0	35.9	38.7	43.1
Milk	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	52.6	62.2	51.0	52.2	45.0	59.3	71.4	70.8
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	86.4	49.8	56.2	60.4	75.5	92.0	91.4
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.0	30.0	32.6	34.5	42.5	51.7	51.7
Cheese, old	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	33.0	21.1	24.6	25.6	33.4	33.5	33.4
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	30.4	19.4	22.6	23.6	30.3	30.5	30.6
Bread, plain, white	15 "	55.5	53.5	66.0	64.5	60.0	61.5	74.3	104.4	63.0	73.5	70.5	110.4	117.0	117.0
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	64.2	33.0	41.0	37.0	69.9	68.0	68.0
Rolled oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	30.5	21.5	26.0	24.0	31.4	40.5	40.5
Rice, good medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	11.6	11.8	13.4	16.8	23.0	23.2
Beans, handpicked	2 "	8.6	9.7	10.8	10.4	11.6	12.4	19.5	29.8	11.8	14.8	19.4	31.5	34.4	34.2
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	13.1	11.9	13.4	15.8	22.8	22.9
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	15.4	12.4	13.1	13.1	15.5	17.6	18.0
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	39.9	22.0	31.9	38.4	39.5	43.6	43.6
Sugar, yellow	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	18.5	10.2	14.6	17.6	18.3	20.4	20.4
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	11.5	9.1	9.5	9.9	11.6	14.5	14.6
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.3	9.8	10.3	11.3	13.9	14.1
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	10.1	9.4	9.8	10.0	10.1	11.1	11.2
Potatoes	2 pks	24.1	28.0	30.3	44.6	46.3	36.0	58.7	89.2	50.3	29.3	58.6	118.2	60.7	66.0
Vinegar, white wine	½ qt.	.7	.7	.7	.7	.8	.8	.8	.8	.7	.8	.8	.8	.8	.9
All foods		$5.48	$5.96	$6.95	$7.14	$7.34	$7.34	$8.79	$11.42	$7.42	$7.74	$8.46	$11.62	$12.77	$13.00
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	½ lb.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.2	3.3	3.3	4.0	4.7	4.7
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	67.0	53.2	52.1	54.7	63.2	71.8	73.8
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	38.0	35.8	38.0	53.8	58.1	58.7
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.9	52.9	42.5	41.7	41.9	52.0	67.4	69.2
Wood, soft	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	38.9	31.8	30.6	30.2	39.7	49.6	50.8
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	25.0	23.5	23.4	22.8	25.6	27.6	27.8
Fuel and lighting		$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	$2.37	$1.898	$1.84	$1.88	$2.34	$2.75	2.80
Rent		$2.37	$2.89	$4.05	$4.05	$4.60	$4.75	$4.04	$4.32	$4.83	$4.10	$4.04	$4.37	$4.77	$4.81
Grand total		$9.37	$10.50	$12.79	$13.00	$13.79	$14.02	$14.78	$18.15	$14.16	$13.71	$14.41	$18.37	$20.36	$20.66

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11 39	7.25	7.63	8.47	11.58	12.65	13.14
Prince Edward Island	4.81	5.26	5.81	5.80	6.11	6.34	7.57	9.79	6.54	6.60	7.37	9.69	.....	11.38
New Brunswick	5.38	5.83	6.55	6.84	7.13	7.04	8.70	11.22	7.05	7.45	8.41	11.07	12.51	12.80
Quebec	5.15	5.64	5.33	6.46	6 97	6 87	8.48	11.15	6.92	7.19	8 22	11.26	12.51	12.91
Ontario	5.01	5.60	6.50	6.67	7.25	7.20	8.84	11.60	7.29	7.30	8.55	11.90	12.74	13.05
Manitoba	5.35	6.19	7.46	7.41	7.88	7.87	8.68	10.73	7.76	8.15	8.35	10.62	12.45	12.75
Saskatchewan	6.86	6.92	7.86	8.08	8.16	8.25	8.86	11.11	8.16	7.90	8.67	10.85	12.74	12.90
Alberta	6.02	6.50	8.00	8.08	8.15	8.33	8.79	11.55	7.78	7.99	8.22	11.73	13.15	13.01
British Columbia	6.90	7.74	8.32	8.79	9.03	9.08	9.13	11 83	8.99	8.99	9.01	12.29	13.65	13 86

*December only. †Charlottetown and Saskatoon omitted.

rate as at Kingston and other cities in that neighborhood. Coal, bituminous, showed some advances in Western Canada. Wood was also higher in several of the cities.

Rent was higher at Guelph and Windsor, Ont.

Wholesale Prices.

GRAINS AND FODDER.—Wheat was unchanged at the prices fixed in 1917. Barley at Winnipeg rose from $1.18 per bushel to $1.35 but declined 10c later. Barley at Toronto advanced from $1.26 to $1.37. Oats at Winnipeg rose from 85c to 90c per bushel but eased off. Oats at Toronto advanced from 80c to 88c but eased off 1c. Corn advanced from $1.70 to $2.00 but eased off to $1.87. Flaxseed advanced from $3.76 to $4.53. Rye advanced from $1.80 to $1.90. Hay was easier at Montreal and Toronto being down to $14.50 and $14.00. Straw was 50c per ton lower.

ANIMALS AND MEATS.—Cattle, choice butcher, had fallen toward the end of June at Winnipeg to $15.00 per hundred but in the middle of July advanced to $15.25 for best quality. At Toronto, cattle declined from $12.75-16.00 to $12.00-15.00. Beef, hindquarters, declined from 33c per pound to 32c at the beginning of the month and each week thereafter, coming down to 28c at the end of the month. Forequarters declined from 22c per pound to 18c. Hogs advanced from 17c per pound to 17½c. Salt pork declined from $58.00 per barrel to $56.00. Sheep were again lower, being down to $13.50-15.00. Mutton was down from $20.00-25.00 to $19.00-24.00 per hundred. Dressed lamb declined from 32-34c per pound to 29-31c.

DAIRY PRODUCTS.—Finest creamery butter at Montreal was easier at 43¾-44c per pound. Eggs advanced from 45c per dozen to 55c at Montreal and from 44c to 49c at Toronto.

FISH.—Fresh lake trout at Toronto rose 1c but white fish declined an equal amount. The trade in dried fish on the Atlantic Coast was hindered by lack of dry weather for drying the fish. Stocks of fish for export were reported to be almost bare and large supplies of the spring catch were not being dried owing to the damp weather. Reports of the summer catch indicated favourable conditions. In pickled fish the catch of mackerel and herring was reported to be short. The lobster catch for the season was reported to be smaller than a year before.

FRUITS AND VEGETABLES.—Strawberries were down to 20-23c at the beginning of July at Toronto as compared with 11-13c a year before. Cherries were up to $1.35-1.50 per eleven quart basket as compared with 75c-$1.00 a year before. Raspberries came on at 28-30c per quart as compared with 20c in 1917. Bananas were unchanged at the high levels reached in May. Lemons declined from $9.00-11.00 per box to $8.00-9.00. Valencia oranges were on at from $4.00 to $8.50 per box. Evaporated apples were down to 19c per pound. Potatoes were up to $2.50 per bag at Montreal and Toronto. Beans were lower at $6.50-7.50 per bushel. Canned corn rose 5c per dozen and canned peas advanced 25c per dozen for one line. Rolled oats advanced to $6.00 per bag. Some brands of sugar were up to $9.32 per hundred at Toronto in barrels. Salt was higher; also pepper and cream of tartar.

TEXTILES.—Unwashed wool was higher at 60-72c per pound. A line of woollen underwear was slightly easier at $20.00-20.50 per dozen. Raw cotton was 2½c per pound higher at 32.95c per pound. Manufactured cottons were also higher. A line of silk thread advanced $1.00 per pound. A line of table oilcloth advanced by 10 percent.

HIDES, LEATHER, BOOTS AND SHOES.—No changes were reported.

METALS AND IMPLEMENTS.—A brand of pig iron declined $2.00 per ton to $49.50. Antimony advanced to 18-21c per pound. Brass rose to 39½c per pound. Copper, lead, quicksilver, silver, and spelter were also higher. Grindstones and horseshoes were firmer.

FUEL AND LIGHTING.—Bituminous coal at Montreal advanced 35c per ton

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR JULY, 1918, JUNE, 1918, JULY, 1917, 1916, 1915, 1914, AND 1913.

(Average price 1890–1899—100.)

	Number of commodities	INDEX NUMBERS						
		*July, 1918	*June, 1918	*July, 1917	July, 1916	July, 1915	July, 1914	July, 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	390.5	384.7	372.1	194.8	200.7	147.8	136.7
Grains, Western	4	341.4	323.6	305.6	173.3	183.7	136.3	125.2
Fodder	5	200.8	209.2	192.6	164.6	185.8	164.7	137.5
All	15	314.2	309.9	294.1	179.1	191.2	150.4	133.9
II.—ANIMALS AND MEATS—								
Cattle and beef	6	383.1	395.3	295.1	231.0	215.1	282.9	188.9
Hogs and hog products	6	359.5	362.6‡	315.0	216.3	171.9	165.6	187.5
Sheep and mutton	3	335.0	356.4	243.5	212.6	185.3	175.7	151.1
Poultry	2	409.9	409.9	296.5	308.5	218.6	216.8	186.5
All	17	369.4	378.6	263.3	231.7	195.0	195.7	181.4
III.—DAIRY PRODUCTS	9	251.0	239.2	208.6	160.5	141.2	131.3	138.4
IV.—								
Prepared fish	6	241.6	241.6	181.0	168.7	143.6	149.5	149.8
Fresh fish	3	239.3	241.6	208.9	138.8	129.4	147.8	174.6
All	9	240.9	241.6	190.3	155.9	137.9	148.9	159.7
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	3§	231.9	295.5	156.4	113.4	99.7	109.4	135.2
Fresh fruits, foreign	3	176.1	230.5	111.1	115.9	101.0	87.2	102.2
Dried fruits	4	271.1	275.6	281.2	153.4	125.5	121.7	108.4
Fresh vegetables	3	470.8	290.2	474.6	359.8	154.8	243.5	150.0
Canned vegetables	3	254.0	249.5	212.5	115.8	78.5	97.7	110.5
All	16	280.2	268.1	292.3	170.5	103.5	131.2	120.4
(b) Miscellaneous groceries—								
Breadstuffs	10	262.1	262.1	270.2	156.1	153.5	125.1	125.0
Tea, coffee, etc	4	179.9	179.9	208.6	126.5	121.5	105.2	115.4
Sugar, etc	6	257.4	256.3	151.7	167.6	140.0	102.8	114.7
Condiments	5	248.0	234.4	178.9	147.5	121.7	104.6	99.6
All	25	246.0	242.0	218.2	152.4	144.1	112.5	115.5
VI.—TEXTILES—								
Woollens	5	428.3	421.8	339.2	231.9	159.5	144.0	135.8
Cottons	4	342.4	321.6	325.5	160.4	128.5	145.0	146.1
Silks	3	149.9	146.2	126.3	108.5	79.7	93.5	89.0
Jutes	2	609.5	609.5	427.4	293.4	224.0	212.1	204.1
Flax products	4	447.1	447.1	289.7	218.9	163.5	111.6	114.1
Oilcloths	2	220.2	209.6	155.7	132.5	107.0	102.3	104.7
All	20	370.4	363.0	266.2	192.7	143.3	132.8	130.2
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow	4	339.2	339.2	323.1	306.4	188.8	209.1	185.9
Leather	4	215.0	215.0	191.3	205.2	173.5	151.4	151.4
Boots and shoes	3	233.7	233.7	228.9	198.6	162.4	155.7	155.7
All	11	283.5	283.5	267.6	240.2	176.3	173.6	165.1
VIII.—METAL AND IMPLEMENTS—								
Iron and steel	11	277.5	278.3	279.1	149.3	107.6	101.8	103.0
Other metals	12	290.0	285.7	276.6	230.8	206.2	115.4	130.1
Implements	10	221.5	223.8	198.7	136.7	113.2	106.6	105.6
All	33	265.6	263.8	253.6	175.1	157.3	108.4	114.1
IX.—FUEL AND LIGHTING—								
Fuel	6	248.2	243.6	286.8	151.4	117.0	121.1	130.1
Lighting	4	233.6	224.1	109.9	86.8	90.0	90.9	92.2
All	10	242.4	235.8	216.1	125.6	106.2	109.0	114.9
X.—BUILDING MATERIALS—								
Lumber	14	273.0	269.3	215.9	182.2	174.1	183.2	183.0
Miscellaneous materials	20	227.7	224.6	227.9	153.5	120.3	110.8	112.5
Paints, oils and glass	14	312.6	304.3	256.0	197.4	162.1	140.6	143.7
All	48	265.6	260.9	232.6	174.7	148.2	140.6	142.2
XI.—HOUSE FURNISHINGS—								
Furniture	6	228.0	228.0	188.0	144.4	145.9	146.6	146.6
Crockery and glassware	4	307.7	307.7	237.5	195.5	170.3	133.9	130.9
Table cutlery	2	155.1	155.1	150.7	132.2	80.3	72.4	72.4
Kitchen furnishings	4	276.1	276.1	198.5	132.4	125.5	125.3	117.8
All	16	250.9	250.9	198.4	152.5	138.7	128.8	126.2
XII.—DRUGS AND CHEMICALS	16	293.1	293.1	256.6	249.0	174.2	111.6	113.4
XIII.—MISCELLANEOUS—								
Raw furs	4	583.1	583.1	396.6	292.3	144.0	235.0	302.0
Liquors and tobaccos	6	222.9	222.9	175.5	136.7	134.7	128.3	134.4
Sundries	7	218.9	218.9	193.4	142.1	116.3	106.2	112.8
All	17	306.0	306.0	234.9	175.6	129.3	144.3	165.0
All commodities	262	284.0	280.6	242.6	180.9	146.2	134.6	135.1

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.
§One line in June, three in July. ‡Revised

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria b 18 foods Vienna	Germany b 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910....	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	93
1913...	7.34	.....	1106	1037	.....	.....	.....	114	114	.....	100
1914...	7.73	.....	1155	1098	.....	.....	.....	116	115	.....	102
1915...	7.86	.....	1428	1201	.....	.....	.....	142	135	.....	101
1916...	8.79	.....	1301	1276	.....	.....	.....	167	.....	.....	114
1917...	11.42	.....	1294	1370	.....	.....	.....	.....	.....	.....	146
1914											
Jan.....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	104
April...	7.50	.....	1162	.....	.....	.....	96.2	113c	111	.....	97
July	7.42	100	1164	1070	100	100	94.3	.....	113	100	102
Oct.....	7.99	112	1156	1096	104.2	116.4	97.6	121c	115	103	105
1915											
Jan.....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	103
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	99
July.....	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	100
Oct.....	7.81	140	1551	1202	217.2	193.2	120.0	145	146	128*	103
1916											
Jan.....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	107
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	109
July.....	8.45	161	1516	1276	.....	217.6	124.6	170	199d	142*	111
Oct.....	9.30	168	1454	1289	.....	209.4	124.2	179	206d	152*	121
1917											
Jan.....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	128
April...	10.77	194	1473	1357	.....	.....	154.6	192	240d	175	145
July.....	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	146
Oct.....	11.81	202	1506	1392	.....	.....	.....	.....	309d	192	157
1918											
Jan.....	12.42	206	1505	1427	.....	.....	.....	.....	.....	221	160
Feb....	12.54	208	1510	1430	.....	.....	.....	.....	.....	227	161
Mar...	12.65	207	1519	1434	.....	.....	.....	.....	333.6d	235	154
April...	12.57	206	.....	1464	.....	.....	.....	.....	.....	247	154
May....	12.66	207	.....	1484	.....	.....	.....	.....	.....	.....	.....
June...	12.77	208	.....	.....	.....	.....	.....	.....	.....	.....	.....
July...	13.00	210	.....	.....	.....	.....	.....	.....	.....	.....	.....

a January-March, 1914. b. British Labour Gazette. c. January-July, '13; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

Number of commodities	Canada Department of Labour 172	United Kingdom Economist 44	United Kingdom Sauerbeck 45	United States Bureau of Labour Statistics. 294	United States Annalist 25b	United States Bradstreet 96	United States Dun 200	United States Gibson 22b	Australia New South Wales	Australia Commonwealth 92	Australia Commonwealth 92
1890...	110.3	102.2	72	.....	109.252	.....	91.56a	43.4	.....	.....	1053
1895...	95.6	87.6	62	.....	94.604	6.4346	81.51	42.0	.....	.....	760
1900...	108.2	110.5	75	.....	99.388	7.8889	91.41	44.2	1000c	.....	894
1905...	113.8	103.2	72	.....	110.652	8.0987	98.31	47.3	.....	.....	910
1910...	124.2	113.2	78	.....	137.172	8.9881	119.17	59.3	1205	.....	1003
1913...	135.5	122.3	85	100	139.980	9.2076	116.32	58.1	1367	.....	1088
1914...	136.1	120.8	86	99	146.069	8.9035	119.71	60.8	1303	.....	1140
1915...	148.7	150.6	108	100	148.050	9.8530	124.96	64.0	1562	.....	1604
1916...	182.0	196.3	137	123	175.720	11.8236	148.80	74.9	1873	.....	1504
1917...	237.0	210.6	174	175	261.796	15.6381	204.12	110.8	.....	.....	.....
1914											
Jan....	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	.....	1085
April..	136.7	117.5	82.3	98	141.120	8.7562	119 791	57.7	1389	.....	1118
July....	134.6	116.6	82.4	99	144 879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	.....	1229
1915											
Jan....	138.9	136.5	96.4	98	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362	1660
July....	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan....	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300	1502*
April..	179.1	190.5	134.2	116	164.61	11.7550	145.690	71.3	1878	1297	1493*
July....	178.8	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct....	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan....	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330	1525*
April..	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361	1587*
July....	242.6	254.4	176.9	185	265.20	16.0680	211.956	116.4	2083	1483	.....
Oct....	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	.....	.....	.....
1918											
Jan....	258.1	262.9	186.2	185	278.696	17.9636	222.175	118.9	.....	.....	.....
Feb...	263.5	264.4	187.3	187	286.844	18.0776	227.020	121.9	.....	.....	...
Mars..	269.2	266.6	188.0	187	286.430	18.0732	227.977	126.1	.....	.....	...
April..	269.4	270.0	189.8	.....	291.404	18.4656	230.313	130.5	.....	.....	.....
May...	275.8	273.4	191.0	.....	288.630	18.9133	226.665	125.7	.....	.....	.....
June..	280.6	277.5	.....	.....	281.758	19.0091	224 843	122.7	.....	.....	.....
July...	284.0	278.5	.....	.....	285.744	19.1849	232.575	123.3	.....	.....	.....

a July of each year. b Foods. c 1901-1900—. *Quarter beginning that month.

and anthracite coal advanced 60c per ton. A line of matches was higher.

BUILDING MATERIALS.—Spruce deals at St. John were down from $38.00 per thousand to $26.00. Box boards at Ottawa rose to $38.00 per thousand. British Columbia fir and shingles also advanced. Coal tar was higher but soil pipe declined. Lead pipe advanced to 15c per foot. Wire nails and copper wire were up. White lead, linseed oil, putty, and turpentine advanced.

HOUSE FURNISHINGS.—No changes were reported.

DRUGS AND CHEMICALS.—On outside markets opium eased off slightly but carbolic, muriatic, and sulphuric acids advanced.

MISCELLANEOUS.—In raw furs, racoon was slightly higher. Sulphite pulp was firmer.

Prices in Other Countries

In the United Kingdom prices of foods averaged higher at the first of July than a month before, there having been increases in milk, eggs, and potatoes with a decrease in butter as reported by the Ministry of Labour in the *Labour Gazette*. In wholesale prices the index number of the *Economist*, London, showed increases at the end of June and again at the end of July. During July the chief increase appeared in minerals.

In the United States the index number of wholesale prices showed increases. *Bradstreets* reported an upward movement in bread stuffs, provisions, fruit, hides and leather, textiles, metals, coal, oils, naval stores, and building materials and in the miscellaneous groups. Livestock and chemicals, however, were downward.

In Italy the index number of wholesale prices computed by Professor Bachi on the model of that of the *Economist*, London, was up to 523.0 for May as compared with 462.3 for January, 290.0 in January, 1917, and 132.7 in January, 1915.

In Japan the index number of the *Oriental Economist* reached 203.6 for June as compared with 204.8 for May and 140.0 in February, 1917.

THE FIRST ANNUAL REPORT OF THE WORKMEN'S COMPENSATION BOARD OF BRITISH COLUMBIA

THE LABOUR GAZETTE for January, 1917 (page 2) gave a brief description of the personnel of the Board of Commissioners appointed to administer the new Workmen's Compensation Act of British Columbia[1] which came into effect on the first day of January, 1917. The first annual report of the Board is of more than usual interest, due to the fact that the commissioners are invested with many arbitrary powers in their administration of the Act.

The field of operation covered by the Board includes an annual pay-roll of approximately $100,000,000, and approximately 75,000 workmen, and about 6,000 employing firms.

The first work of the Board on assuming office was to make the terms and provisions of the Act known to all those who were likely to be affected by it. This was accomplished by means of addresses, circular letters and personal interviews. Particularly, was it pointed out to labour unions that injured workmen would no longer need to seek assistance of the Courts and the legal profession in order to get fair compensation for their injuries.

The moneys from which compensation and administration expenses are paid is received from the employers by means of assessment upon their pay-rolls. Basic rates were adopted in accordance with what is believed to be the hazard in each particular industry. The annual assessments are payable in instalments as the needs of each class of industry require;

[1]The Act is printed in "Labour Legislation in Canada for 1916," published by the Department of Labour, Ottawa.

but so long as the funds to the credit of any particular class are sufficient, no further instalment will be collected from the employers within that class. "By this means," says the report, "any efforts of employers which result in prevention of accidents result immediately and automatically in a lessening of the strain upon the funds of the class in which their industry is listed, and therefore makes it just so much the longer before it will be necessary to replenish the class funds by paying another instalment." The assessment is divided annually into four instalments, but in the case of one class only—that in which the operation of coal mines was listed—was it necessary to collect all four instalments. The collection of the full basic rate from employers in this class last year was directly attributable to the disaster at Fernie, in which 34 coal miners were killed.

In other classes, which include the lighter forms of wood manufacturing and also navigation, stevedoring and wharf operation, it was necessary to collect three instalments owing to serious accidents which occurred in the work of these classes. In most of the other classes two instalments were sufficient to pay the losses during the year.

In addition to the 12 classes named in the Act, the Board has created four new classes, namely: Class 13, the Provincial Government employees; Class 14, municipalities; Class 15, canning and fishing, and Class 16, explosives.

For the purpose of pay-roll audits a number of field auditors have been appointed. These auditors call upon employers and inspect and audit their pay-rolls. It is the intention of the Board that the pay-roll of every employer shall be inspected and audited at least once a year.

In regard to a proposed system of rating industries by merit, the Report says: "In order to introduce the merit-rating system contemplated by the Act, a complete record of the accidents happening in each employer's plant is being carefully kept. Rates may then be equitably adjusted to the particular conditions of individual plants. This plan is designated to enable employers who have reduced the hazards in their plants, by the installation of safety devices and by measures for accident prevention, to secure a proportionate reduction on rates through merit credits; and on the other hand penalize employers who neglect safety equipment in their plants and tolerate conditions dangerous to life and limb of their employees, by imposing a demerit differential in addition to the regular rate.

The Board experienced some difficulty at first in connection with the varying fees charged by medical men for rendering practically the same service. This difficulty, however, was finally adjusted by the establishment of the medical fee tariff, which has eliminated most of the difficulties in regard to medical fees.

After very careful investigation, the Board has added to the industrial diseases specified in the Act those of sulphur poisoning, trinitro-toluene poisoning, and cedar poisoning.

The total number of fatal accidents during 1917 was 217. These were distributed as follows: coal mining, 44 (38 of which were due to explosion); metal mining, 19 (5 due to explosion); logging industry, 43 (12 caused by falling trees); sawmills, 18; and of the remaining 93 fatal accidents in other industries, 22 were caused by drowning.

The total number of non-fatal accident claims reported during the year was 12,467. Of these, 5,483 were awarded compensation and finally disposed of during the year, the remainder being either still in receipt of compensation or in process of adjustment at the end of 1917. The average accidents per month were 1,140; but during the last six months the average slightly increased, "due to the fact that the workmen are becoming conversant with the Act and therefore are now making claims where in the past they said nothing."

The compensation payable is as follows: (a) In the case of total permanent

disability—a periodical payment to the injured workman of 55 per cent of his average earnings. The minimum shall not be less than $5 per week. (b) In case of permanent partial disability—a periodical payment to the injured workman of 55 per cent of his lost earnings. (c) In case of facial disfigurement, impairment of earning capacity may be recognized, and a lump sum allowed in compensation. (d) In the case of temporary total disability the compensation shall be that as outlined in (a). (e) In the case of temporary partial disability, the compensation shall be that as is outlined in (b).

The total amount of assessment received from the industries during 1917 (including interest on cash balances) amounted to $939,800. The compensation claims paid out for accidents during 1917 amounted to $358,200. The cost of administration (excluding permanent equipment) amounted to $48,-200. The actual cost to the industries for administration amounted to 4.94 per cent of the moneys collected from assessments.

The report contains a paragraph on accident-prevention, from which the following extracts are taken:

"The primary purpose of workmen's compensation legislation should be to prevent injuries to workmen. . . . We have from time to time urged upon them to write us confidentially, making suggestions as to how best to improve their conditions, as well as to protect against injuries to their fellow-workmen. In order to further encourage suggestions from injured workmen as to the best course to be adopted to prevent against accidents of the nature of which befell him, a question was placed on his claim form in these words: "Suggest anything you can to prevent such accident"—at the same time advising the workman that his suggestion would be treated as absolutely confidential. Many valuable suggestions have been made by workmen, and in the case of every suggestion the same has been carefully inquired into and in many cases adopted.

"Rules for accident-prevention have been drafted by the Board for submission to public hearings which will shortly be held in accordance with the requirements of the Act.

"Some of the employers in the Province have their plants well safeguarded and also have their employees organized along safety lines. In the last six months of this year considerable work along these lines has been perfected. It has also developed another peculiar phase of the situation. An employer who has adopted measures is active in seeing that other employers in his class do likewise, and therefore it quite frequently happens that an employer takes up with other employers in his class the advisability of installing certain safety devices, and in some cases have reported to our Board the failure of some other employer in his class as not being active in that regard; in other words, we find an active co-operation on the part of the employers in the majority of classes towards adopting the most recent safety apparatus and devices."

MIGRATION AND SETTLEMENT

THE usual renewal of the Dominion Order-in-Council continuing the prohibiting of artisans and labourers from entering British Columbia was passed on May 18. Some reductions, however, were made in the renewal in the number of prohibited ports. The new Order-in-Council gives the prohibited ports as follows: Vancouver, Victoria, New Westminster, Nanaimo, Prince Rupert, Port Simpson, Anyox, Atlin, Comox, Ganges Harbour, Ladner, Ladysmith, Steveston, Chemainus, Powell River, Rykerts, Stewart, Union Bay, Whales Island, Newport, Alberni, White Pass.

IMMIGRATION AND EMIGRATION.—During April and May, 1918, 2,293 and 2,683 persons respectively (other than citizens of the United States) left the United States to take up permanent residence in British North America, as compared with 2,111 and 1,681 persons during February and March, 1918, and 1,043 and 1,043 persons during the corresponding period of 1917.

During April and May, 1918, 3,452 and 3,439 persons respectively (other than citizens of the United States) departed from British North America to take up permanent residence in the United States, as compared with 2,264 and 2,439 persons during February and March, 1918, and 7,304 and 6,204 persons during the corresponding period of 1917.

During April and May there was an outward balance against British North America of 1,915 persons.

HOMESTEAD ENTRIES. — During the second quarter of 1918 there were 258 homestead entries in Manitoba, 374 in Saskatchewan, 815 in Alberta and 25 in British Columbia, a total of 1,472 for the three months, as compared with 863 for the first quarter of 1918 and 2,777 for the corresponding period of 1917. The following statement shows the number and nationality of those who took up homesteads in the various provinces during the second quarter of 1918, with a comparison of the figures for the same period in 1917:

HOMESTEAD ENTRIES BY PROVINCES AND NATIONALITY OF HOMESTEADERS, APRIL–JUNE 1918

NATIONALITY	Manitoba			Saskatchewan			Alberta			British Columbia			Total (all Provinces)			
	April	May	June	April	May	June	April	May	June	April	May	June	April	May	June	For 3 months
Canadians from Ontario	16	7	10	18	20	32	32	56	39	....	2	....	66	85	81	232
" " Quebec	5	4	5	20	6	2	17	7	7	....	....	....	42	17	14	73
" " Nova Scotia	....	1	1	....	1	2	2	3	4	1	....	....	3	5	7	15
" " New Brunswick	....	....	....	....	1	1	2	5	4	....	....	....	2	6	5	13
" " Prince Edward Island	....	....	....	....	1	....	1	....	....	....	....	....	1	1	....	2
" " Manitoba	18	14	15	12	2	9	8	4	7	....	....	....	38	20	31	89
" " Saskatchewan	....	1	1	4	3	6	3	2	11	....	....	....	7	6	7	20
" " Alberta	....	....	....	....	....	....	10	8	11	....	....	....	10	8	11	29
" " British Columbia	....	....	....	....	....	....	3	4	....	1	....	3	4	4	3	11
Persons who had previous entry	12	7	18	15	16	18	48	46	46	....	1	....	75	70	82	227
Canadians returned from United States	....	....	....	1	....	....	....	2	....	....	....	....	1	2	....	3
American	11	2	3	30	27	25	66	58	75	1	1	2	108	88	105	301
English	15	10	24	11	20	11	34	48	27	....	3	2	60	81	64	205
Scotch	1	2	6	2	2	5	7	5	19	....	1	1	10	10	31	51
Irish	....	1	6	....	3	6	3	3	5	1	....	....	4	7	17	28
French	2	5	1	1	....	2	2	2	....	....	....	....	5	7	3	15
Belgians	2	1	....	1	....	1	2	2	....	....	....	....	5	3	1	9
Swiss	....	....	....	....	....	....	2	2	....	....	....	....	2	2	....	4
Italians	....	....	....	....	....	....	4	....	1	....	....	1	4	....	2	6
Roumanians	....	....	....	1	1	1	....	....	....	....	....	....	1	1	1	3
Syrians	....	....	....	....	1	....	....	....	....	....	....	....	....	1	....	1
Germans	1	....	....	....	....	....	....	....	....	....	....	....	1	....	....	1
Austro-Hungarians	6	3	3	1	2	1	....	....	1	....	....	....	7	5	5	17
Danes (other than Icelanders)	....	....	....	....	....	1	....	2	3	....	....	....	....	2	4	6
Hollanders	....	2	1	1	....	....	2	2	1	....	....	....	3	4	2	9
Icelanders	3	....	2	....	....	....	....	....	....	....	....	....	3	....	2	5
Swedes	2	....	....	6	2	1	2	6	6	....	3	....	10	11	7	28
Norwegians	2	....	....	2	3	2	8	6	8	....	....	....	12	9	10	31
Russians, other than Finns	....	2	1	6	1	1	3	6	6	....	....	....	9	9	8	26
Finns	1	1	....	....	....	2	....	1	1	1	....	....	2	2	3	7
Chinese	....	....	....	....	....	....	....	....	2	....	....	....	....	....	2	2
Japanese	1	....	....	....	....	....	....	....	....	....	....	....	1	....	....	1
Australians	....	....	....	....	....	1	....	....	....	....	....	....	....	....	1	1
Servians	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	1
Total	98	63	97	132	112	130	261	281	273	5	11	9	496	467	509	1,472

Total Homestead entries, April-June, 1918.....1,472
Total Homestead entries, April-June, 1917.....2,777

LANDS PATENTED. — According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon Territory for the second quarter of 1918, the number of patents was 4,784 and the number of acres 792,863.83, as compared with 6,306 patents and 1,002,761.88 acres in the first quarter of 1918, and 5,850 patents and 949,710.80 acres in the corresponding quarter of 1917. The following statement gives details of lands patented during the second quarter of 1918, with a comparison of the figures for the same period in 1917:

STATEMENT OF LETTERS PATENT COVERING DOMINION LANDS SITUATED IN MANITOBA, SASKATCHEWAN, ALBERTA, BRITISH COLUMBIA AND THE YUKON TERRITORY, APRIL-JUNE 1918.

NATURE OF GRANT.	April		May		June		Total	
	No. of patents	Number of acres	No. of patents	Number of acres	No. of patents	Number of acres	No. of patents	Number of acres
Alberta Railway and Irrigation Company's sale	31	52,912.27	.....	.....	3	6,790.39	34	59,702.66
British Columbia Homesteads	9	1,282.20	17	1,927.95	19	2,318.11	45	5,528.26
British Columbia Sales	1	71.90	1	77.11	4	69.81	6	218.82
Homesteads, Peace River Block	5	799.30	10	1,605.00	5	800.00	20	3,204.30
Homesteads	1,037	166,763.01	893	142,289.31	796	126,908.51	2,726	435,960.83
Hudson's Bay Co.	.....	.....	1	311.75	.....	.....	1	311.75
License of Occupation	.....	.....	1	4.59	.....	.....	1	4.59
Mining Lands Sale	2	.....	.....	.....	3	152.81	5	152.81
North West Half-breed grants	.....	.....	.....	.....	2	240.00	2	240.00
Parish Sales	1	.....	.....	.....	.....	.....	1	.....
Pre-emption Sales	574	91,051.31	428	67,322.38	358	56,414.50	1,360	214,788.19
Purchased Homesteads	73	11,215.98	65	10,010.20	47	7,356.50	185	28,582.68
Quit Claim, Special Grants	2	.....	2	.....	4	.....	8	.....
RAILWAYS:—								
Alberta and Great Waterways Railway	3	65.77	3	13.91	.....	.....	6	79.68
Calgary and Edmonton Railway Company	.....	.....	8	2,226.20	13	4,129.00	21	6,355.20
Canadian Northern Railway Company	8	1,959.32	4	1,766.00	7	6,402.00	19	10,127.32
Central Canada Railway	1	30.91	.....	.....	.....	.....	1	30.91
Edmonton, Dunvegan and British Columbia Railway Co.	10	157.29	10	85.91	24	416.21	44	659.41
Grand Trunk Pacific Railway Company	3	43.45	1	2.68	1	12.18	5	58.31
Qu'Appelle Long Lake and Sask. Rd. and Steamboat Co.	2	322.00	1	320.00	2	874.05	5	15,16.05
Sales	28	1,709.86	86	1,991.77	27	1,508.77	141	5,210.40
School lands sales	39	5,311.41	54	8,858.42	27	4,326.09	120	18,495.92
Special Grants	3	252.00	15	1,022.63	7	350.77	25	1,625.40
Yukon Territory sales	.....	.....	3	10.34	.....	.....	3	10.34
Total	1,832	333,947.98	1,603	239,846.15	1,349	219,069.70	4,784	792,863.83

Total April-June, 1918.....4,784 patents; 792,863.83 acres.
Total April-June, 1917.....5,850 patents; 949,710.80 acres.

LABOUR LAWS OF 1918

THE article on labour legislation which appeared in the April issue of the LABOUR GAZETTE was prepared at a time when several of the provincial legislatures were still in session. Since then these legislatures have been prorogued, and the present article indicates what part of the labour legislation programme of each was actually written into the statutes.

Of the laws noted in April as being under consideration by the Nova Scotia legislature, neither the Act relating to the closing of shops nor the Stationary Engineers Act has become law. The Coal Mines Regulation Act, however, was amended and consolidated, and amendments to the Workmen's Compensation Act, the Mechanics' Lien Act and the Railways Act were enacted. Two other bills of labour interest received a

first reading in the House, but were lost on subsequent readings. The first of these measures was an amendment to the Factory Act providing for minimum wages, weekly payment of wages and the maintenance of first aid chests in factories. The second bill provided that employers in certain specified industries must grant a hearing to a properly appointed committee of employees in the event of an industrial dispute.

New Brunswick enacted a Vocational Education Act constituting a Vocational Education Board and providing for the establishment of local vocational schools under the management of local committees. The Act authorizes provincial aid for such schools provided that the total amount expended under the Act shall not exceed $50,000 per annum. The most important Act passed in New Brunswick during the last session, however, was the Workmen's Compensation Act. Although the new law is similar in principle to the compensation laws enacted in recent years by Ontario, Nova Scotia, Manitoba and British Columbia, certain features of the new Brunswick Act deserve special mention. The list of industries to which Part I is applicable includes lumbering, but among those enumerated as being outside the scope of the Part are "persons employed in the woods in logging, cutting of timber, pulpwood, firewood, railroad ties or sleepers, or river driving, rafting, booming or the transportation of logs, timber, pulpwood, firewood, railroad ties or sleepers." Compensation is not payable under Part I if the injury is, in the opinion of the Board, intentionally caused by the workman, or wholly or principally due to intoxication or serious or wilful misconduct on the part of the workman, or to a fortuitous event unconnected with the workman's employment. The law provides for periodical compensation payments on a basis very similar to that of the Ontario and Nova Scotia Acts, with this important difference, that it is stipulated in the New Brunswick statute that the total aggregate amount of compensation paid shall not exceed the sum of $3,500. Industrial diseases are provided for in the Act on the same basis as accidents and the Board is empowered to declare by regulations what diseases shall be deemed industrial diseases. The various provisions of the Act become effective from a day to be named in a proclamation by the Lieutenant-Governor in Council. The text of this Act and also of the new Alberta Workmen's Compensation Act is reproduced at the end of this article.

Some aspects of the Alberta Workmen's Compensation Act were referred to in the April Gazette, but one or two additional points may be noted here. Whereas in Ontario, Nova Scotia and New Brunswick, the waiting period is seven, in Manitoba six and in British Columbia three days, the Alberta law provides that if a workman is disabled for ten days or more compensation is payable from the day of the accident, but if he is disabled for less than ten days compensation is payable from the fourth day. Compensation is payable under the new law in respect to industrial diseases and the schedule of diseases appended to the Act includes anthrax, lead poisoning, arsenic poisoning, mercury poisoning, phosphorus poisoning, ankylostomiasis and miners' phthisis. The Act is to come into force for mines, coke ovens and briquetting plants on August 1, 1918, and for the other industries within its scope on January 1, 1919. The Act does not apply to the various railways operating in the province. The new Boilers Act was passed by the legislature, and also an amendment to the Factories Act of 1917. This amendment extends the application of the principal Act and prohibits the employment of women between the hours of 11 p.m. and 7 a.m. except by special permission of an inspector. The Act is further amended by the inclusion of "war production necessities" among the special reasons for which an inspector may permit longer working hours than those prescribed by the statute. A fair wage clause in the Public Highways Act and an amendment to the Mines Act

complete the list of recent labour laws in Alberta.

The majority of the bills previously noted as being before the British Columbia legislature have become law. The Eight Hour Day Act, however, was lost and the Dangerous Employments Act was set aside for six months upon the proposal for a second reading. In addition to the bills mentioned in April, three amendments to labour laws were enacted. The Weekly Half-holiday Act of 1916 was amended so that the regular half-holiday which falls nearest any public holiday is to be cancelled, and the seven days immediately preceding Christmas are also exempted from the provisions of the Act. An amendment to the Factories Act orders the installation of suitable devices for carrying off noxious fumes and gases in printing-offices where there are three or more type-setting machines. The third amendment makes several changes in the Workmen's Compensation Act of 1916. Any employment under "the Crown in right of the Province" to which Part I would apply if the employer were a private person is now included within the scope of that Part. The section respecting the waiting period of three days is repealed and a new section substituted. Formerly no compensation other than medical aid was payable under Part I unless the workman was disabled for longer than three days from earning wages at his usual employment. In the new section the word "wages" is changed to "full wages." The amendment also empowers the Board to require employers in any industry to maintain first aid appliances and service and to install safety devices for the prevention of accidents or of industrial diseases.

The three Federal labour laws summarized in the April issue were passed by the Dominion Parliament, but two of the bills, the Employment Offices Co-ordination Act and the Act to provide compensation where employees of His Majesty are killed or suffer injuries while performing their duties, were amended during the third reading. Under the former Act as finally passed by the House, the allotment to a province must not exceed one half the amount expended by the province. A proviso added to the latter Act stipulates that employees on Government railways must elect between the benefits of the Railway Provident Societies and those of the new law. The Industrial Disputes Investigation Act amendment was passed without change. The text of the Employment Offices Co-ordination Act was printed in the May issue of the GAZETTE as part of a special article on the subject. The text of the two other Acts follows, and the text of the Manitoba Minimum Wage Act referred to in the April issue is also given.

The Act amending the Industrial Disputes Investigation Act

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:

Chap. 27, Sec. 1. The following paragraph is inserted immediately after paragraph (d) of section two of The Industrial Disputes Investigation Act, 1907:

"(dd) A lockout or strike shall not, nor, where application for a Board is made within thirty days after the dismissal, shall any dismissal cause any employee to cease to be an employee, or an employer to cease to be an employer, within the meaning and for the purposes of this Act."

2. Section six of the said Act is repealed and the following is substituted therefor:

"6. (1) Whenever, under this Act, an application is made in due form for the appointment of a Board of Conciliation and Investigation, the Minister shall, within fifteen days from the date at which the application is received, establish such Board under his hand and seal of office, if satisfied that the provisions of this Act apply.

"(2) The decision of the Minister as to the granting or refusal of a Board shall be final, and when a Board is granted by the Minister, it shall be conclusively deemed to be authorized by and to be in accordance with the provisions of this Act, and no order shall be made or process or proceeding had or taken in any court to question the granting or refusal of a Board, or to review, prohibit, or restrain the establishment of such Board or the proceedings thereof."

3. Section ten of the said Act is amended by adding at the end thereof the following: "and for the purposes of subsection two of section twenty-nine of this Act, from the time the Board is reconvened by the Chairman until the report required under such section is transmitted to the Minister."

4. Section twenty-two of the said Act is amended by adding thereto the following subsection:

"(2) Should it at any stage of the proceedings be made to appear to the Minister that it is necessary, in order to deal satisfactorily with the matters in dispute, that some other matter or matters involved in or incidental to those appearing in the application and statement in answer, if any, should also be referred to the Board, the Minister may under his hand and seal of office refer such matters to the Board accordingly."

5. Section twenty-nine of the said Act is repealed and the following is substituted therefor:

"29. (1) For the information of Parliament and the public, the report and recommendations of the Board, and any minority report, shall, without delay, be published in the Labour Gazette, either verbatim or in summary form as the Minister may determine.

"(2) Where any question arises as to the meaning or application of, or as to anything relating to or connected with,—

(a) any recommendation made by the Board, or,

(b) any settlement agreement drawn up by the Board under section twenty-four of this Act,

the Minister, where he deems it expedient, may, on the application of either party or of his own motion, request from the chairman of the Board an expression of the Board's opinion upon such question, and the chairman shall upon receipt of such request reconvene the Board, and the Board shall as soon as practicable report to the Minister its opinion upon such question."

6. The said Act is amended by inserting the following sections immediately after section sixty-three thereof:

"63a. Where in any industry any strike or lockout has occurred, and in the public interest or for any other reason it seems to the Minister expedient, the Minister, on the application of any municipality interested, or of the mayor, reeve, or other head officer or acting head officer thereof, or of his own motion, may, without application of either of the parties to the dispute, strike, or lockout, whether it involves one or more employers or employees in the employ of one or more employers, constitute a Board of Conciliation and Investigation under this Act in respect of any dispute, or strike or lockout, or may in any such case, if it seems to him expedient, either with or without an application from any interested party, recommend to the Governor in Council the appointment of some person or persons as commissioner or commissioners under the provisions of the Inquiries Act to inquire into the dispute, strike or lockout, or into any matters or circumstances connected therewith.

"63b. The Minister, where he deems it expedient, may, either upon or without any application in that behalf, make or cause to be made any inquiries he thinks fit regarding industrial matters, and may cause such steps to be taken by his department and the officers thereof as seem calculated to secure industrial peace and to promote conditions favourable to settlement of disputes."

The Act for the Compensation of Employees of the Dominion Government

An Act to provide Compensation where Employees of His Majesty are killed or suffer injuries while performing their duties.

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:

Chap. 15, Sec. 1. (1) An employee in the service of His Majesty who is injured, and the dependents of any such employee who is killed, shall be entitled to the same compensation as the employee, or as the dependent of a deceased employee, of a person other than His Majesty would, under similar circumstances, be entitled to receive under the law of the province in which the

accident occurred, and the liability for and the amount of such compensation shall be determined in the same manner and by the same Board, officers or authority, as that established by the law of the province for determining compensation in similar cases, or by such other Board, officers or authority or by such court as the Governor in Council shall from time to time direct.

(2) Any compensation awarded to any employee or the dependents of any deceased employee of His Majesty by any Board, officer or authority, or by any court, under the authority of this Act, shall be paid to such employee or dependent or to such person as the Board, officer, or authority or the court may direct, and the said Board, officer, authority and court shall have the same jurisdiction to award costs as in cases between private parties is conferred by the law of the province where the accident occurred.

(3) Any compensation or costs awarded hereunder may be paid by the Minister of Finance out of any unappropriated moneys in the Consolidated Revenue Fund of Canada.

(4) Provided that no employee on the Canadian Government Railways, who is an employee within the meaning of the Intercolonial and Prince Edward Island Railways Employees' Provident Fund Act, shall be entitled to compensation under this Act for or on account of any injury for which an allowance is provided under the provisions of the said Provident Fund Act, unless such employee has, prior to the date of the injury for which compensation is sought, given notice in writing to the General Manager of the said railways under whom he is employed, electing to accept the compensation under this Act instead of such allowance, and no person who has so elected shall be entitled to any such allowance; and provided further, that no dependent of any such employee who is killed shall be entitled to any compensation under this Act unless such employee has made election as aforesaid.

2. The Governor in Council may make regulations as to the title of the defendant and the effecting of service of process in proceedings under this Act.

The Alberta Workmen's Compensation Act

His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Alberta, enacts as follows:

SHORT TITLE.

Chap. 5, Sec. 1. This Act may be cited as "The Workmen's Compensation Act, 1918."

INTERPRETATION.

2. In this Act, unless the context otherwise requires—

(a) "Accident" shall include a wilful and intentional act, not being the act of the workman, and shall also include a chance event occasioned by a physical or natural cause;

(b) "Accident funds" shall mean the funds provided for the payment of compensation, outlays and expenses and the cost of installation and operation of mine rescue stations under this Act;

(c) "Board" shall mean the commission as constituted under this Act;

(d) "Compensation" shall include medical aid except where such interpretation is inconsistent with the context;

(e) "Dependants" shall mean such of the members of the family of a workman as were wholly or partially dependent upon his earnings at the time of his death or who but for the incapacity due to the accident would have been so dependent;

(f) "Employer" shall include every person having in his service under a contract of hiring or apprenticeship, written or oral, express or implied, any person engaged in any work in or about an industry to which this Act applies and includes municipal corporations, school boards, commissions and boards having the management of any work or service operated for a municipal corporation; and where the services of a workman are temporarily let or hired to another person by the person with whom the workman has entered into such a contract the latter shall be deemed to continue to be the employer of the workman while he is working for that other person;

(g) "Employment" shall include employment in an industry or any branch, part or department of an industry;

(h) "Industry" in this Act shall include establishment undertaking, trade and business as included in the schedules hereto;

(i) "Industrial disease" shall mean any of the diseases mentioned in the form hereto and any other disease which by the regulations is declared to be an industrial disease;

(j) "Invalid" shall mean physically or mentally incapable of earning;

(k) "Medical referee" shall mean medical referee appointed by the Board;

(l) "Member of the family" shall mean and include wife, husband, father, mother, grandfather, grandmother, stepfather, stepmother, son, daughter, grandson, granddaughter, stepson, stepdaughter, brother, sister, half-brother, half-sister and a person who stood *in loco parentis* to the workman or to whom the workman stood *in loco parentis*, whether related to him by consanguinity or not so related and where the workman is the parent or grandparent of an illegitimate child shall include such child, and where the workman is an illegitimate child shall include his parents and grandparents;

(m) "Mine" shall mean mine as defined by An Act respecting Mines, being chapter 4 of the Statutes of Alberta, 1913;

(n) "Regulations" shall mean regulations made by the Board under the authority of this Act;

(o) "Workman" shall include a person who has entered into or works under a contract of service or apprenticeship, written or oral, express or implied, whether by way of manual labour or otherwise, but shall not include an outworker or a person engaged in clerical work if not exposed to the hazards incident to the nature of the work carried on in the employment, and shall also include any person engaged in training for mine rescue work or who with the knowledge and consent of the management is doing recovery work after an explosion, accident or catastrophe;

(p) "Construction" shall include reconstruction, repair, alteration and demolition;

(q) "Outworker" shall mean a person to whom articles or materials are given out to be made up, cleaned, washed, altered, ornamented, finished, repaired or adapted for sale in his own home or on other premises not under the control or management of the person who gave out the articles or materials.

THE BOARD.

3. There is hereby constituted a commission for the administration of this Act, to be called The Workmen's Compensation Board, which shall consist of not more than three members to be appointed by the Lieutenant-Governor in Council and shall be a body corporate.

4. One of the commissioners shall be appointed by the Lieutenant-Governor in Council to be chairman of the Board and he shall hold that office while he remains a member of the Board.

5. In case of the death, illness or absence from Alberta of a commissioner or of his inability to act from any cause, the Lieutenant-Governor in Council may appoint some person to act *pro tempore* in his stead and the person so appointed shall have all the powers and perform all the duties of a commissioner.

6. Each commissioner shall hold office during good behaviour, but may be removed at any time for cause.

7. The presence of two commissioners shall be necessary to constitute a quorum of the Board.

8. A vacancy in the Board shall not if there remain two members of it impair the authority of such two members to act.

9. The office of the Board shall be situated in the City of Edmonton, and its sittings shall be held there except where it is expedient to hold sittings elsewhere, and in that case sittings may be held in any part of Alberta.

10. The members of the Board shall receive such salaries as may be fixed by the Lieutenant-Governor in Council.

11. The Board shall have like powers as the Supreme Court for compelling the attendance of witnesses and of examining them under oath, and compelling the production of books, papers, documents and things.

(2) The Board may cause depositions of witnesses residing within or without the province to be taken before any person appointed by the Board in similar manner to that prescribed by the Rules of the Supreme Court for the taking of like depositions in that court before a commissioner.

12. The Board may appoint such officers as the Board may deem necessary for carrying out the provisions of this Act and may prescribe their duties and fix their remuneration.

(2) Every person so appointed shall hold office during the pleasure of the Board.

13. The Board shall have exclusive jurisdiction to examine into, hear and determine all matters and questions arising under this Act, and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any court, and no proceedings by or before the Board shall be restrained by injunction, prohibition or other process or proceedings in any court or be removable by *certiorari* or otherwise into any court.

(2) Nothing in subsection (1) shall prevent the Board from reconsidering any matter which has been dealt with by it or from rescinding, altering or amending any decision or order previously made, all of which the Board shall have authority to do.

14. The Board may act upon the report of any of its officers and any inquiry which it shall be deemed necessary to make may be made by a commissioner, or by an officer of the Board or some other person appointed to make the inquiry and the Board may act upon his report as to the result of the inquiry.

(2) The person appointed to make the inquiry shall for the purposes of the inquiry have all the powers conferred upon the Board.

15. The Board may make such regulations and prescribe such forms as may be deemed expedient for carrying out the provisions of this Act and any such regulations shall come into force at the expiration of thirty days from the date of their publication in The Alberta Gazette.

16. The Board may add to, withdraw or re-arrange any industries which are or may be included in the schedules hereto.

17. If any question arises as to whether an industry or any part thereof is an industry to which this Act applies, the question shall be decided by the Board whose decision shall be final.

18. The accounts of the Board shall be audited by the Provincial Auditor.

19. The Board shall on or before the fifteenth day of February in each year make a report to the Lieutenant-Governor in Council of its transactions during the next precedingq calendar year.

(2) Every such report shall be forthwith laid before the Legislature if the Legislature is then in session and if it is not then in session, within fifteen days after the opening of the next session.

ASSESSMENT.

20. Within a reasonable time after the first day of July, 1918, the Board shall make an assessment on the employers for the purposes of this Act and to cover the cost of the administration thereof of such amount as the Board may consider necessary.

(2) The Board shall from time to time thereafter as it may deem expedient and at least quarterly make an assessment on each employer for the period which has elapsed since the next preceding assessment was made but in no event shall the amount assessed be less than $5.

(3) The sums to be so assessed may be either a percentage of the payroll of the employer or a specific sum as the Board may determine.

(4) Where the payroll includes the wages or salary of a workman who has been paid more than at the rate of $2,000 per annum the excess shall be deducted from the amount of the payroll and the assessments shall be based on the amount of it as so reduced.

(5) The assessment may be made in such manner and form as the Board may deem adequate and expedient.

21. Every employer shall pay to the Board the sum payable by him within fifteen days after the notice of the assessment of the amount so payable has been given to him.

(2) The notice may be sent by registered post to the employer and shall be deemed to have been given to him on the day on which the notice was posted.

22. If for any reason an employer liable to assessment is not assessed he shall nevertheless be liable to pay to the Board the amount for which he should have been assessed and payment of that amount may be enforced in the same manner as the payment of an assessment may be enforced.

23. Notwithstanding that the deficiency arising from a default in the payment of the whole or part of any assessment has been made up by a special assessment the defaulting employer shall continue liable to pay to the Board the amount of every assessment made upon him or so much of it as remains unpaid.

24. If in the opinion of the Board it is necessary to provide and maintain a reserve fund to meet the payments to be made in respect of compensation as they become payable and so as not unduly or unfairly to burden the employers in future years with payments which are to be made in these years in respect of accidents which have previously happened, the Board may from time to time set apart an amount from the assessments for that purpose and the amount so set apart shall form a reserve fund and may be invested by the Board in securities in which a trustee may by law invest moneys.

25. An order of the Board for the payment of money made under the authority of this Act or a copy of any such order certified by the secretary of the Board to be a true copy may be filed with the clerk of the Supreme Court or of any District Court and when so filed shall become an order of the court and shall be enforced as a judgment of the court.

26. When any industry coming under the provisions of this Act is established or commenced the employer shall forthwith notify the Board of the fact and furnish to the Board an estimate of the probable amount of his payroll for the remainder of the year, verified by a statutory declaration, and shall pay to the Board a sum equal to that for which he would have been liable if his industry had been established or commenced before the last assessment was made or so much thereof as the Board may deem reasonable.

(2) The Board shall have the like powers and be entitled to the like remedies for enforcing payment of the sum payable by the employer under subsection (1) as it possesses or is entitled to in respect of assessments.

27. Subject to the regulations of the Board every employer included in this Act shall before the twentieth day of June, 1918, prepare and transmit to the Board a statement of the total amount of wages earned by all his workmen during each of the twelve calendar months then last past and shall monthly thereafter before the twentieth day of each month prepare and transmit to the Board a statement of the total amount of wages earned by all his workmen during the calendar month then last past and such statements shall be accompanied by such additional information as the Board may require and shall be verified by a statutory declaration of the employer, or his representative, or where the employer is a corporation by an officer of the corporation having a personal knowledge of the matter to which the declaration relates.

(2) If an employer does not make and transmit to the Board the prescribed statement or cause same to be done within the prescribed time the Board may base any assessment thereafter made upon such sum as in its opinion is the probable amount of the payroll of the employer and the employer shall be bound thereby, but if it is afterwards ascertained that such amount is less than the actual amount of the payroll the employer shall be liable to pay to the Board the difference between the amount for which he was assessed and the amount for which he should have been assessed on the basis of his payroll.

28. The Board or any member of it or any officer or person authorized by it for that purpose shall have the right to examine the books and accounts of the employer and to make such other inquiry as the Board may deem necessary for the purpose of ascertaining the amounts of the payroll of any employer and for the purpose of any such examination and inquiry the Board and person so appointed shall have all the powers which may be conferred on a commissioner appointed under An Act respecting Inquiries Concerning Public Matters.

(2) No person shall obstruct or hinder the making of an examination or inquiry mentioned in subsection (1) or refuse to permit it to be made.

(3) If a statement is found to be incorrect the assessment shall be made on the true amount of the payroll as ascertained by such examination and inquiry or if an assessment has been made against an employer on the basis of his payroll being as shown by the statement, the employer shall pay to the Board the difference between the amount for which he was assessed and the amount for which he should have been assessed.

29. The Board or any member of it or any officer or person authorized by it for that purpose shall have the right at any time to enter into the establishment of any employer who is liable to contribute to the accident fund, and the premises connected with it and every part of them for the purpose of ascertaining whether the ways, works, machinery or appliances therein are safe, adequate and sufficient and whether all proper precautions are taken for the prevention of accidents as to the workmen employed in or about the establishment or premises and whether the safety appliances or safeguards prescribed by law are used and employed therein, or for any other purpose which the Board may deem necessary for the purpose of determining the proportion in which such employer should contribute to the accident fund.

30. Every employer shall keep in such form and with such detail as may be required for the purposes of this Act a careful and accurate account of all wages paid to his employees and such account shall be kept within the province and shall be produced to the Board or its officers when so required.

ACCIDENT FUND.

31. A separate accident fund shall be provided for each schedule by contributions to be made in the manner herein provided, by all employers included in that schedule and compensation payable in respect of accidents under each schedule and the costs of administration shall be paid out of the accident fund provided for by that schedule.

32. Where at any time there is not money available in any accident fund for payment of the compensation which has become due, the Lieutenant-Governor in Council may direct that the same be advanced out of the Consolidated Revenue Fund and in that case the amount advanced shall be repaid to the Provincial Treasurer after the next assessment, together with interest at the rate of six per centum per annum.

33. Separate accounts shall be kept of the amounts collected and expended in respect of each employer, but for the purpose of paying compensation each accident fund shall nevertheless be deemed one and indivisible.

(2) Where a greater number of accidents has happened to workmen in the employ of any employer than in the opinion of the Board ought to have happened, the Board may add to the amount of any contribution to the accident fund for which such employer is liable such a percentage thereof as the Board may deem just and may assess and levy the same upon such employer.

(3) The powers conferred by the preceding subsections herein may be exercised from time to time and as often as in the opinion of the Board occasion may require.

COMPENSATION.

34. Where in any employment to which this Act applies personal injury by accident arising out of and in the course of the employment is caused to a workman compensation shall be paid in the manner and to the extent herein mentioned—

(a) If a workman is disabled for a period of ten days or more he shall be paid compensation from the day of the accident, but if he is disabled for a period of less than ten days he shall be paid for and from the fourth day after the accident;

(b) Except where the injury is attributable solely to the serious and wilful misconduct of the workman unless the injury results in death or serious disablement.

(2) An employer or a member of his family may be deemed to be a workman within the meaning of this Act, provided that at the time of the accident he was carried on the payroll of the employer and his wages were included in the then last statement furnished to the Board under sections 26 and 27, and he or his dependants shall be entitled to compensation accordingly.

35. This Act shall not apply to—

(a) A person whose employment is of a casual nature and who is employed otherwise than for the purposes of the employer's trade or business;

(b) Non-residents of the Dominion of Canada who are dependants after one year after the arrival of the workman in Canada; provided this subsection shall not apply to the father and mother of the workman.

(2) Clause (b) of this section shall not take effect until January 1st, 1920.

36. Employers to whom this Act applies shall be liable to contribute to the accident funds, as herein provided.

37. Where an accident happens while the workman is employed elsewhere than in the province which would entitle him or his dependants to compensation under this Act if it had happened in the province, the workman or his dependants shall be entitled to compensation under this Act—

(a) If the place or chief place of business of the employer is situate in the province and the residence and the usual place of employment of the workman are in the province and his employment out of the province has immediately followed his employment by the same employer within the province and has lasted less than six months; or

(b) If an accident happens to a workman who is a resident of the province and the nature of the employment is such that in the course of the work or service which the workman performs it is required to be performed both within and without the province.

(2) Except as provided by subsection (1) no compensation shall be payable under this Act where the accident to the workman happens elsewhere than in the province.

(3) Where by the law of the country or place in which the accident happens the workman or his dependants are entitled to compensation in respect of it they shall be bound to elect whether they will claim compensation under the law of such country or place or under this Act and to given notice of such election and if such election is not made and notice given it shall be presumed that they have elected not to claim compensation under this Act.

(4) Where the compensation is payable out of the accident fund notice of the election shall be given to the Board within three months after the happening of the accident or in case it results in death within three months after the death or such longer period as either before or after the expiration of such three months the Board may allow.

38. No action shall lie for the recovery of compensation but all claims for compensation shall be heard and determined by the Board.

(2) The provisions of this Act shall be in lieu of all rights and rights of action, statutory or otherwise, to which a workman or his dependants are or may be entitled against the employer of such workman for or by reason of any accident happening to him while in the employment of such employer and no action in respect thereof shall lie.

39. If a workman receiving periodical payments ceases to reside in the province he shall not thereafter be entitled to receive any such payments unless a medical referee certifies that the disability resulting from the injury is likely to be of a permanent nature and if a medical referee so certifies and the Board so directs the workman shall be entitled quarterly to the amount of the periodical payments accruing due if he proves in such manner as may be prescribed by the regulations his identity and the continuance of the disability in respect of which the same is payable; provided, that a workman who claims compensation or to whom compensation is payable under this section shall if so required by the Board submit himself for examination by a medical referee.

40. It shall not be competent for a workman to agree with his employer to waive or to forego any of the benefits to which he or his dependants may become entitled under this Act and every agreement to that end shall be absolutely void.

41. No sum payable as compensation or by way of commutation of any periodical payment in respect of it shall be capable of being assigned, charged or attached nor shall any claim be set off against it by operation of law or otherwise unless with the approval of the Board.

42. Subject to subsection (4) compensation shall not be payable unless notice of the accident is given to the employer or his representative before the injured person leaves the works on the date of the accident, if he is able to do so, and in every case before he has voluntarily left the employment in which he was injured.

(2) The notice shall give the name and address of the workman and shall be sufficient if it states in ordinary language the cause of the injury and where the accident happened.

(3) All claims for compensation shall be made to the Board within three months from the happening of the accident or in case of death within three months from the time of death.

(4) Failure to give the prescribed notice or to make such claim or any defect or inaccuracy in the notice shall not bar the right to compensation if in the opinion of the Board the claim for compensation is a just one and ought to be allowed.

43. A workman who claims compensation or to whom compensation is payable under this Act shall if so required by the Board submit himself for examination by a medical referee.

(2) A workman shall not be required to submit himself for examination otherwise than in accordance with the provisions of subsection (1) of this section.

44. The medical referee who has examined a workman by direction of the Board under subsection (1) of section 43 shall certify to the Board as to the condition of the workman and his fitness for employment, specifying where necessary the kind of employment, and if unfit the cause of such unfitness and his certificate unless the Board otherwise directs shall be conclusive to the matters certified.

(2) If a workman does not submit himself for examination by a medical referee as provided by subsection (1) of section 43 or in any way obstructs an examination his right to compensation or if he is in receipt of a periodical payment his right thereto shall be suspended until such examination has taken place.

45. Where in any case, in the opinion of the Board, it will be in the interest of the accident funds to provide a special surgical operation or other special medical treatment for a workman, and the furnishing of the same by the Board is in its opinion the only means of avoiding heavy payment for permanent disability the expense of such operation or treatment may be paid out of the accident fund.

46. Any payment to a workman may be reviewed on the Board's own motion or at the request of the workman and on such review the Board may put an end to or diminish or may increase such payment to a sum not beyond the maximum hereinafter prescribed.

47. Where compensation is payable the Board may commute the payments payable to a workman or a dependant to a lump sum.

(2) The Board may in any case where in its opinion the interest or pressing need of the workman or dependant warrants it, advance or pay to or for the workman or dependant such lump sum as the circumstances warrant and as the Board may determine.

SCALE OF COMPENSATION.

DEATH.

48. Where death results from an injury the amount of compensation not exceeding $2,500 in the whole shall be—

(a) The necessary expenses of the burial of the workman not exceeding $75;

(b) Where the widow or invalid husband is the sole dependant, a monthly payment of $20;

(c) Where the dependants are a widow or an invalid widower and one or more children a monthly payment of $20 with an additional monthly payment of $5 for each child under the age of sixteen years to be increased upon the death of the widow or invalid widower to $10, not exceeding in the whole $40 per month;

(d) Where the only dependants are children a monthly payment of $10 to each child under the age of sixteen years, not exceeding in the whole $40 per month; provided that where there are more than four children the payments may be proportioned;

(e) Where the only dependants are persons other than those mentioned in the foregoing clauses, a sum reasonable and proportionate to the pecuniary loss to such dependants occasioned by the death, to be determined by the Board, but not exceeding to the parents or parent $20 per month, and not exceeding in the whole $30 per month.

(2) In the case provided for by clause (e) of subsection (1) the payments shall continue only so long as in the opinion of the Board it might reasonably have been expected had the workman lived he would have continued to contribute to the support of the dependants.

(a) Compensation shall be payable to an invalid child without regard to the age of such child, and payments to such child shall continue so long as in the opinion of the Board it might reasonably have been expected had the workman lived he would have continued to contribute to the support of such child.

(3) Where there are both total and partial dependants the compensation may be allotted partly to the total and partly to the partial dependants.

(4) Where the Board is of the opinion that for any reason it is necessary or desirable that a payment in respect of a child should not be made directly to its parent, the Board may direct that the payment be made to such persons or be applied in such manner as it may deem most for the advantage of the child.

(5) Where a payment to any one of a number of dependants ceases the Board may in its discretion readjust the payments to the remaining dependants so that the remaining dependants shall thereafter be entitled to receive the same compensation as though they had been the only dependants at the time of the death of the workman.

49. Subject to the provisions of section 48 if a dependant widow marries, the monthly payments to her shall cease, but she shall be entitled in lieu of them to a lump sum equal to the monthly payments for two years and such lump sum shall be payable within one month after the date of her marriage.

(2) Subsection (1) shall not apply to payments to a widow in respect of a child but the payments provided in section 48 subsection (1) clause (c) in respect of a child shall cease when the child attains the age of sixteen years or dies.

50. Where a workman leaves no dependants such sum as the Board may deem reasonable for the expenses of his medical attendance, nursing, care and maintenance shall be paid to the persons to whom such expenses are due.

PERMANENT TOTAL DISABILITY.

51. Where permanent total disability results from the injury the amount of compensation shall be a weekly payment of $10; provided that in a case where a workman has a child or children dependent upon his earnings, the weekly payment shall be $12, but not exceeding in either case in the whole $2,500.

(2) In the following cases it shall be conclusively presumed that the injury is permanent and results in total incapacity, to wit:

(a) Total and permanent loss of sight of both eyes;

(b) The loss of both feet at or above the ankle;

(c) The loss of both hands at or above the wrist;

(d) The loss of one hand at or above the wrist and one foot at or above the ankle;

(e) Any injury to the spine resulting in permanent and complete paralysis of legs or arms or one leg and one arm;

(f) Any injury to the skull resulting in incurable imbecility or insanity;

Provided that this enumeration shall not be conclusive but in other cases the Board shall find the facts.

PERMANENT PARTIAL DISABILITY.

52. Where permanent partial disability results from the injury the total compensation shall be:

(a) For the loss by separation of one arm at or above the elbow joint or the permanent or complete loss of the use of one arm, $1,000;

(b) For the loss by separation of one leg at or above the knee joint or the permanent or complete loss of the use of one leg, $860;

(c) For the loss by separation of one foot at or above the ankle or the permanent or complete loss of the use of one foot, $625;

(d) For the permanent or complete loss of hearing, $600;

(e) For the permanent and irrecoverable loss of sight of one eye, $550;

(f) For the loss by separation of a thumb, $150;

(g) For the loss by separation of a finger or a great toe, $100;

(h) For the loss by separation of any toe except the great toe, $50;

(i) The loss of one phalanx of a thumb or two phalanges of a finger shall be considered equal to the loss of half a thumb or of a finger and compensation shall be one-half that of the loss of a thumb or of a finger;

(j) The loss of more than one phalanx of a thumb and more than two phalanges of a finger shall be considered as the loss of an entire thumb or finger.

(2) In all other cases of injury resulting in permanent partial disability the compensation shall be fixed by the Board and shall be as near as possible in proportion to the amounts fixed herein for specified cases.

TEMPORARY TOTAL DISABILITY.

53. Where temporary total disability results from the injury the compensation shall be the same as that prescribed by section 51 subsection (1) but shall be payable only so long as the disability lasts.

(2) Provided that in the case of any person who is under the age of twenty-one years and has no person wholly dependent upon him the amount shall be $7.50 per week.

TEMPORARY PARTIAL DISABILITY.

54. Where temporary partial disability results from an injury and the workman is at work at reduced earnings which are less than 90 per cent of the earnings he was receiving at the time of the injury he shall receive compensation equal to 55 per cent of the difference between the average weekly earnings received at the time of the injury and the average weekly earnings at which he is actually employed computed in accordance with the provisions of this Act.

(2) For the purposes of the provisions of this section relating to "earnings" and "average weekly earnings" of a workman the following shall be observed:

(a) Average weekly earnings shall be computed in such manner as is best calculated to give the rate per week at which the workman was being remunerated; provided that where by reason of the shortness of the time during which the workman has been in the employment of his employer, or the casual nature of the employment, or the terms of the employment, it is impracticable at the date of the accident to compute the rate of remuneration, regard may be had to the average weekly amount which during the twelve months previous to the accident, was being earned by a person in the same grade employed at the same work by the same employer, or, if there is no person so employed, by a person in the same grade employed in the same class of employment and in the same district;

(b) Where the workman had entered into concurrent contracts of service with two or more employers under whom he worked at one time for one such employer and at another time for another such employer, his average weekly earnings shall be computed as if his earnings under all such contracts were earnings in the employment of the employer for whom he was working at the time of the accident;

(c) Employment by the same employer shall be taken to mean employment by the same employer in the grade in which the workman was employed at the time of the accident, uninterrupted by absence from work due to illness or any other unavoidable cause;

(d) Where the employer has been accustomed to pay to the workman a sum to cover any special expenses entailed on him by the nature of his employment, the sum so paid shall not be reckoned as part of the earnings.

55. In fixing the amount of a payment regard shall be had to any payment, allowance or benefit which the workman may receive from his employer during the period of his disability, including any pension, gratuity or other allowance provided wholly at the expense of the employer.

56. Where a workman or a dependant is under the age of twenty-one years or under any other legal disability the compensation to which he is entitled may be paid to such person or be applied in such manner as the Board may deem most for his advantage.

57. All compensation due from the first day to the fifteenth day of a month, both days inclusive, shall be paid on the first Saturday of the month following and all compensation due from the sixteenth to the last day of a month, both days inclusive, shall be paid on the third Saturday of the month following.

(2) For the purpose of ascertaining the amount of compensation due such amount may be computed on a daily basis and regard may be had for a week of six days.

MEDICAL AID.

58. Any plan for providing medical aid to the workmen existing at the time of the coming into force of this Act or which is hereafter put into force and made available to the workmen and which in the opinion of the Board, after investigation of the facts is found on the whole to be efficient in the interests both of the employer and of the general body of the workmen may by order of the Board subject to such conditions as it may require be declared to be a plan approved by the Board:

Provided, however, that for the purpose of rendering immediate medical aid where no such plan as aforesaid is in force, in addition to any compensation payable under this Act the cost of medical attendance, nursing, care and maintenance rendered necessary by accident, as the Board may deem reasonable, shall be paid by the Board out of the accident fund to the persons to whom the same may be due and payable.

INDUSTRIAL DISEASES.

59. Where—

(a) A workman suffers from an industrial disease as defined by this Act and is thereby disabled from earning full wages at the work at which he was employed; or

(b) The death of the workman is caused by such industrial disease,

and the disease is due to the nature of the employment in which the workman was employed at any time within the twelve months previous to the date of the disablement, whether under one or more employments, the workman or his dependants shall be entitled to compensation under this Act as if the disease were a personal injury by accident arising out of and in the course of that employment, subject to the following modifications:

(c) The disablement shall be treated as the happening of an accident; and

(d) If the workman has at the time of entering the employment wilfully and falsely represented himself in writing as not having previously suffered from the disease, compensation shall not be payable.

(2) If the workman at or immediately before the date of the disablement was employed in any process mentioned in the second column of the form hereto and the disease contracted is the disease in the first column of the form set opposite to the description of the process the disease shall be deemed to have been due to the nature of that employment unless the contrary is proved.

(3) The Board may by the regulations require every physician treating a patient who is suffering from an industrial disease to report to the Board such information relating thereto as it may require.

(4) Nothing in this section shall affect the right of a workman to compensation in respect of a disease to which this section does not apply, if the disease is the result of an injury in respect of which he is entitled to compensation under this Act.

NOTICES AND RECEIPTS.

60. Every employer included in this Act shall keep posted in a conspicuous place on the premises where the work is carried on where it may be seen a certificate or duplicate of his last assessment receipt issued by the Board.

(2) Every workman shall before entering into any employment to which this Act applies satisfy himself that his employer has paid his assessment and that the same is paid thereafter when due, so that he may receive compensation in case of injury.

(3) Any person knowing of any violation of the provisions of this Act shall immediately report same to the Board or to some person appointed by the Board.

61. No employer as defined by this Act shall keep or have in his employment any workman unless such employer has complied with the provisions of this Act.

(2) When an employer as defined by this Act ceases to be an employer he shall within ten days notify the Board by registered mail of his ceasing to be an employer within the meaning of this Act.

62. Every employer to whom this Act applies having knowledge of the happening of an accident to a workman in his employment by which the workman is disabled from earning full wages shall notify the Board by registered mail within twenty-four hours of—

(a) Name and postal address of employer;
(b) Name and postal address of person killed or injured;
(c) Occupation;
(d) Age;
(e) Date of accident;
(f) Time of accident;
(g) Cause of accident;
(h) Date of first employment;
(i) Nature of injury;
(j) Place of accident;
(k) Name and address of the physician or surgeon, if any, by whom the workman was or is attended for the injury.

(2) The physician or surgeon who attends an injured workman shall forward to the Board a report within seven days after the date of his first attendance upon such workman on a form prescribed by the Board.

PENALTIES.

63. Any person who violates any of the provisions of this Act or any regulations made thereunder shall be liable on summary conviction to a penalty not exceeding five hundred dollars and costs and in default of payment to imprisonment for a period not exceeding three months.

64. The penalties imposed by or under the authority of this Act shall be recoverable on summary conviction before a justice of the peace or a police magistrate and the provisions of Part XV of Chapter 146 of the Revised Statutes of Canada, 1906 (The Criminal Code), shall apply to all prosecutions under this Act.

(2) All penalties imposed by this Act shall when collected be paid over to the Board and form part of the accident fund.

65. The Supreme Court or any judge thereof, whether any other proceedings have been taken or not may upon the application of the Board prohibit by injunction the employment of any person in contravention of this Act and may award such costs in the matter of the injunction as the court or judge thinks just; but this provision shall be without prejudice to any other remedy permitted by law for enforcing the provisions of this Act.

66. No prosecution shall be instituted for a violation against this Act except by some person appointed by the Board.

67. This Act shall except as provided in sections 20 and 27 come into force and effect on the first day of August, A.D. 1918, in so far as it applies to employment covered by the first schedule hereto, and on the first day of January, A.D. 1919, in so far as it applies to employment covered by the second schedule hereto.

68. On the coming into force of this Act, so far as it relates to any employment covered thereby, the provisions of The Workmen's Compensation Act, being chapter 12 of the Statutes of Alberta, 1908, and any amendments thereto, are hereby repealed so far as the provisions

thereof relate to such employment; provided that in the case of any accident occurring in any employment before the bringing of such employment within this Act the provisions of said chapter 12 of the Statutes of Alberta, 1908, relating to compensation and the recovery thereof, shall still apply.

69. Save and except the industries included in schedule 1 hereto, this Act shall not apply to employment by—

(a) The Canadian Pacific Railway Company;

(b) The Canadian Northern Railway Company;

(c) The Grand Trunk Pacific Railway Company;

(d) The Edmonton, Dunvegan and British Columbia Railway Company;

(e) The Central Canada Railway Company;

(f) The Alberta and Great Waterways Railway Company.

SCHEDULE 1.

Class 1.—Employment in or about coal mines.

Class 2.—Employment in or about coke ovens.

Class 3.—Employment in or about briquetting plants.

Class 4.—Employment in or about mines other than coal.

SCHEDULE 2.

Any trade or business connected with the industries of lumbering; fishing; manufacturing; building; construction; engineering; transportation; operation of electric power lines and power plants; waterworks and other public utilities; navigation; operation of boats, ships, tugs and dredges; operation of grain elevators and warehouses; teaming; scavenging and street cleaning; painting; decorating and renovating; dyeing and cleaning; planing mills; flour milling; packing plants; printing; lithographing and engraving; telephone and telegraph systems; laundries run by mechanical power; excavation; well drilling; operation of gas and oil wells; quarrying; lumber yards; ice or any occupation incidental thereto or connected with the industries enumerated in this schedule, also including moving pictures and theatres, but not including any players connected with the cast of any performance or play.

Description of Disease.	Description of Process.
Anthrax.	Handling of wool, hair, bristles, hides and skins.
Lead poisoning or its sequelae.	Any process involving the use of lead or its preparations or compounds.
Mercury poisoning or its sequelae.	Any process involving the use of mercury or its preparations or compounds.
Miners' Phthisis.	Mining.
Phosphorus poisoning or its sequelae.	Any process involving the use of phosphorus or its preparations or compounds.
Arsenic poisoning or its sequelae.	Any process involving the use of arsenic or its preparations or compounds.
Ankylostomiasis.	Mining.

The New Brunswick Workmen's Compensation Act

An Act to provide for Compensation to Workmen for injuries sustained and industrial diseases contracted in the course of their employment.

Be it enacted by the Lieutenant-Governor and Legislative Assembly as follows:

PRELIMINARY.

Chap. 37, Sec. 1. This Act may be cited as the Workmen's Compensation Act, 1918.

2. In this Part, unless inconsistent with the context,

(a) "accident fund" shall mean the fund provided for the payment of compensation under Part 1 of this Act;

(b) "association" shall mean any association or body of employers whose constitution shall have been approved by the Board as entitling such association to represent any of the classes provided for in this Act or any sub-division or group of employers in such class;

(c) "average earnings" and "earning capacity", when used in reference to the time of or before the injury, shall be calculated upon the daily, weekly, monthly or other regular remuneration which the workman was receiving at the time of the injury or had received previously, as may appear to the Board best to represent the actual loss of earnings suffered by the workman by reason of the injury, and in reference to the time after the injury shall take into account any military or other pension, allowance or payment which the workman may receive apart from Part I of this Act;

(d) "Board" shall mean Workmen's Compensation Board;

(e) "construction" shall include reconstruction, repair, alteration, renovating, painting and decorating;

(f) "dependents" shall mean such of the members of the family of a workman as were wholly or partly dependent upon his earnings at the time of his death, or who but for the incapacity due to the accident would have been so dependent;

(g) "employer" shall mean any person, firm, association or body having in service any workman in any industry within the scope of this Part, and shall in respect of any such industry include municipal corporations and the Crown as represented by the Province, and may include the Crown as represented by the Dominion of Canada in so far as it may, in its capacity as employer, submit to the operation of this Act;

(h) "industrial disease" shall mean any disease which by the regulations is declared to be an industrial disease;

(i) "industry" shall mean and refer to the whole or any part of any industry, operation, undertaking or employment within the scope of this Part; and in the case of any industry, operation, undertaking or employment not as a whole within the scope of this Part, shall mean any department or part of such industry, operation, undertaking or employment as would, if carried on by itself, be within the scope of this Part;

(j) "invalid" shall mean physically or mentally incapable of earning;

(k) "manufacturing" shall include making, preparing, altering, repairing, renovating, dyeing, cleaning, ornamenting, printing, finishing, assembling, packing, and adapting for use or sale any raw material, goods, article or commodity;

(l) "member of the family" shall mean and include wife, husband, father, mother, grandfather, grandmother, stepfather, stepmother, son, daughter, grandson, granddaughter, stepson, stepdaughter, brother, sister, half-brother, and half-sister, and a person who stood in *loco parentis* to the workman or to whom the workman stood in *loco parentis* whether related to him by consanguinity or not so related, and where the workman is the parent or grandparent of an illegitimate child, shall include such child, and where the workman is an illegitimate child, shall include his parents and grandparents;

(m) "mining" shall include mine rescue work;

(n) "navigation" shall mean the operation of any ship, boat, tug, dredge or other vessel owned in New Brunswick, while such vessel is within the limits of the said province;

(o) "outworker" shall mean a person to whom articles or materials are given out to be made up, cleaned, washed, altered, ornamented, finished, repaired or adapted for use or sale, in his own home or in other premises not under the control or management of the person who gave out the articles or materials;

(p) "person" shall include any person, whether male or female, or any corporation, and the heirs, executors, administrators or legal representatives of such person, or the successors of such corporation;

(q) "quarrying" shall include excavation for any purpose, drilling, and the removal or transportation of any rock, shale, gravel, sand, earth or other material;

(r) "regulations" shall mean regulations made by the Board under the authority of this Part;

(s) "stevedoring" shall mean the loading or unloading of vessels and railway cars and the handling of goods, articles and commodities on or about any dock, wharf or quay;

(t) "teaming" shall include all kinds of work done by workmen with teams, carts (including hand carts), drays, trucks, cabs, carriages, automobiles and other vehicles;

(u) "workman" shall include a person who has entered into or works under a contract of service or apprenticeship, written or oral, express or implied, and whether by way of manual labour or otherwise, in any industry within the scope of this Part.

PART I.

SCOPE OF THIS PART.

3. This Part shall apply to employers and workmen in or about the industries of lumbering, mining, quarrying, manufacturing, building, construction, engineering; operation of any railway, tramway, telegraph, telephone, cable or electric light or power line or system; operation of any water works, gas works or sewerage plant or system, or other public utility; operation of any refrigeration, storage or terminal warehouse, elevator or plant; operation of any passenger or freight elevator; operation of any theatre or place of public amusement; scavenging and street cleaning; horse-shoeing; operation of any lumber yard, or fuel yard; stevedoring; or navigation; and any employment incidental thereto or immediately connected therewith; provided that, subject to sections 4 and 5 this Part shall not apply to the following:

(a) Persons engaged as travelling salesmen or in office or other clerical work, and not exposed to the hazards incident to the nature of the work carried on in the industry;

(b) Persons whose employment is of a casual nature, and who are employed otherwise than for the purposes of the industry;

(c) Outworkers;

(d) Persons employed by a city, town or municipal corporation as members of a police force or fire department;

(e) Members of the family of the employer residing with the employer;

(f) Persons employed as farm labourers or domestic or menial servants;

(g) Persons employed in the woods in logging, cutting of timber, pulpwood, firewood, railroad ties or sleepers, or river driving, rafting, booming or the transportation of logs, timber, pulpwood, firewood, railroad ties or sleepers.

4. Where it shall appear to the Board that any kind of industry not within the scope of this Part may properly be brought within the scope of this Part, the Board may so report to the Lieutenant-Governor in Council, who may thereupon, by Order in Council, declare such industry to be within the scope of this Part, and from and after the date of such Order in Council, or such date as may be named therein, such industry shall be deemed to be within the scope of this Part.

5. (1) Any industry or workman not within the scope of this Part by virtue of section 3 may, on the application of the employer, be admitted by the Board as being within the scope of this Part on such terms and conditions, and for such period, and from time to time, as the Board may prescribe, and from and after such admission, and during the period of such admission, such industry or workman shall be deemed to be within the scope of this Part.

(2) Any employer in any industry within the scope of this Part may be admitted, on such terms and conditions, and for such period, and from time to time, as the Board may prescribe, as being entitled, for himself or his dependents, as the case may be, to the same compensation as if such employer were a workman within the scope of this Part.

(3) Such admission may be made in such manner and form as the Board may deem adequate and proper.

6. The Board may by regulation exclude from the scope of this Part any industry or industries in which not more than a stated number (fixed by such regulation) of workmen are usually employed, and the Board may from time to time revoke, alter or modify any such regulation; provided that any industry so excluded may be re-admitted by the Board as being within the scope of this Part.

COMPENSATION.

7. Where personal injury or death is caused to a workman by accident arising out of and in the course of his employment in any industry within the scope of this Part, compensation shall be paid to such workman or his dependents, as the case may be, as hereinafter provided, unless such injury was, in the opinion of the Board, intentionally caused by such workman, or was wholly or principally due to intoxication or serious and wilful misconduct on the part of the workman, or to a fortuitous event unconnected with the industry in which the workman was employed.

8. Where it appears that by the laws of any other province, state or country, a workman or his dependents, if resident in New Brunswick, would be entitled in respect of death or injury in such province, country or jurisdiction to compensation corresponding or similar to that provided in this Part, and an Order in Council to that effect is passed by the Lieutenant Governor in Council, the Board may order that payments of compensation under this Part may be made to persons resident in such province, country or jurisdiction in respect of any workman killed or injured in New Brunswick; but save as in this section provided nothing in this Part shall entitle any person not resident in New Brunswick to compensation payments; provided that the Board may upon application grant leave from time to time to any workman or dependent resident in New Brunswick at the time of the accident to reside out of New Brunswick without thereby forfeiting the right to compensation payments under this Part.

9. Where an accident occurs to a workman in the course of his employment in such circumstances as to entitle him or his dependents to any claim or right of action against his employer under, or in virtue of, any statute of the Parliament of Canada, or of the United Kingdom of Great Britain and Ireland, such workman or dependents shall be entitled to compensation under this Part to the extent to which the compensation under this Part would exceed in amount or value the amount or value of such claim or right of action; provided that if such workman or dependents shall execute and give a full and effectual release of the employer from any such claim or right of action the Board may pay to such workman or dependents the full amount of the compensation provided by this Part.

10. (1) Where an accident occurs to a workman in the course of his employment in such circumstances as to entitle him or his dependents to an action against some person other than his employer the workman or his dependents if entitled to compensation under this Part may claim such compensation or may bring such action.

(2) If such workman or his dependents bring such action, and less is recovered and collected than the amount of the compensation to which such workman or dependents would be entitled under this Part, such workman or dependents shall be entitled to compensation under this Part to the extent of the amount or amounts of such difference.

(3) If such workmen or dependents, or any of them, have claimed compensation under this Part, the Board shall be subrogated to the position of such workman or dependent as against such other person for the whole or any outstanding part of the claim of such workman or dependent against such other person.

11. Nothing in section 10 shall give any right to an employer or to a workman within the scope of this Part to bring an action against any employer within the scope of this Part; but in any case where it appears to the satisfaction of the Board that a workman of an employer in any class was injured or killed owing to the negligence of an employer or the workman of an employer in another class, the Board may direct that the compensation awarded in any such case shall be charged against the class to which such last mentionel employer belongs.

12. Except as provided by section 61 the provisions of this Part shall be in lieu of all claims and rights of action, statutory or otherwise, to which a workman or his dependents are or may be entitled against the employer of such workman for, or by reason of any accident in respect of which compensation is payable under this Part.

13. It shall not be competent for a workman to agree with his employer to waive or forego any of the benefits to which he or his dependents are or may become entitled under this Part, and every agreement to that end shall be absolutely void.

14. It shall not be lawful for an employer, either directly or indirectly, to deduct from the wages of any of the workmen any part of any sum which the employer is or may become liable to pay into the accident fund or otherwise under this Part, or to require or to permit any of his workmen to contribute in any manner towards indemnifying the employer against any liability which he has incurred or may incur under this Part.

15. Unless with the approval of the Board, no sum payable as compensation or by way of commutation of any periodical payment in respect of it shall be capable of being assigned, charged or attached, nor shall it pass by operation of law except to a personal representative.

16. No compensation shall be payable under this Part in respect of any injury unless application for such compensation is made within one year after the occurrence of the injury.

THE WORKMEN'S COMPENSATION BOARD.

17. There is hereby constituted a commission for the administration of this Part to be called the "Workmen's Compensation Board," which shall be a body corporate, and shall have a seal which shall be judicially noticed.

18. (1) The Board shall consist of three members to be appointed by the Lieutenant-Governor in Council.

(2) Each commissioner shall hold office during good behaviour, but may be removed at any time for cause.

(3) Unless otherwise directed by the Lieutenant-Governor in Council, a commissioner shall cease to hold office when he attain the age of seventy-five years.

19. In case of the death, illness or absence from New Brunswick of any commissioner, or of his inability to act from any cause, the Lieutenant Governor in Council may appoint some other person to act *pro tempore* in his stead.

20. (1) One of the commissioners shall be appointed by the Lieutenant-Governor in Council to be the chairman of the Board, and another of the commissioners shall be appointed by the Lieutenant-Governor in Council to be vice-chairman of the Board.

(2) In case of the absence of the chairman or of his inability to act, or of a vacancy in the office, the vice-chairman may act as and shall have all the powers of the chairman.

(3) Where the vice-chairman appears to have acted for or instead of the chairman, it shall be presumed that he so acted for one of the reasons mentioned in the preceding sub-section.

21. The presence of two commissioners shall be necessary to constitute a quorum of the Board.

22. A vacancy in the Board shall not, if there remain two members of it, impair the authority of such two members to act.

23. (1) The offices of the Board shall be situated at the city of St. John or at such other place as the Lieutenant-Governor in Council shall designate and its sittings shall be held there, except where it is expedient to hold sittings elsewhere, in which case sittings may be held in any part of New Brunswick.

24. The commissioners shall sit at such times and conduct their proceedings in such manner as they may deem most convenient for the proper discharge and dispatch of business; provided that in respect of any matter coming before the Board for decision, any employer, association, workman or dependent interested in such decision, shall be entitled, upon application, to a public hearing, before such decision is made by the Board.

25. The Board shall appoint a secretary and a chief medical officer and may appoint such auditors, actuaries, accountants, inspectors, officers, clerks and servants as the Board may deem necessary for carrying out the provisions of this Part, and may prescribe their duties, and every person so appointed shall hold office during the pleasure of the Board.

26. It shall be the duty of the Secretary to cause proper reports or minutes to be made of all meetings or sittings of the Board, to cause all decisions and findings of the Board to be duly recorded, and to cause all claims and communications to be brought before the Board or its proper officers and to prepare and make such reports and communications as are required by law or may be required from time to time by the Board.

27. The salaries of the commissioners, and of the Secretary, chief medical officer, auditors, medical inspectors, officers, clerks, and servants, together with the necessary expenses of administration of this Part, shall be paid out of the revenue of this province, provided that the Lieutenant Governor in Council may in any year order the payment of any portion of such salaries or expenses out of the Accident Fund.

28. (1) The accounts of the Board shall be audited by a chartered accountant to be appointed by the Lieutenant-Governor in Council for that purpose.

(2) Any association may appoint an auditor to act in conjunction with such chartered accountant or to make an independent audit of the funds of any class or sub-class represented by such association.

29. (1) The Board shall on or before the first day of April in each year make a report to the Provincial Secretary of its transactions during the last preceding calendar year, and such report shall contain a statement of the receipt and disposition of funds for the said year in each of the classes and sub-classes established in sections 45 and 52, together with such other particulars as the Lieutenant-Governor in Council may prescribe.

(2) Any association applying therefor shall be entitled to receive from the Board, on or before the first day of April in each year, a detailed statement of the receipts and disbursements during the preceding calendar year on account of each employer in the class or sub-class represented by such association.

JURISDICTION OF BOARD.

30. (1) The Board shall have jurisdiction to inquire into, hear and determine all matters and questions of fact and law necessary to be determined in connection with compensation payments under this Part and the administration thereof, and the collection and management of the funds therefor; provided that no decision or ruling of the Board shall be binding upon it as a precedent for any other decision or ruling, the intent of this proviso being that each case shall be decided upon its own merits.

31. The Board shall have the like powers as the Supreme Court for compelling the attendance of witnesses and of examining them under oath, and compelling the production of books, papers, documents and things.

32. (1) The Board may act upon the report of any of its officers, and any inquiry which it shall be deemed necessary to make may be made by any one of the commissioners or by an officer of the Board or any other person appointed to make the inquiry, and the Board may act upon his report as to the result of the inquiry, and any person so appointed to make the inquiry shall for the purposes of the inquiry have all the powers conferred upon the Board by section 31.

33. (1) Except as provided in sections 35 and 66 the decisions and findings of the Board upon all questions of law and fact shall be final and conclusive, and in particular, but not so as to restrict the generality of the powers of the Board hereunder, the following shall be deemed to be questions of fact;

(a) The question whether an injury has arisen out of, or in the course of an employment within the scope of this Act;

(b) The existence of, and degree of disability by reason of any injury;

(c) The permanence of disability by reason of any injury;

(d) The amount of average earnings;

(e) The degree of diminution of earning capacity by reason of any injury;

(f) The existence of the relationship of member of the family;

(g) The existence of dependency;

(h) The character, for the purpose of this Act, of any industry, and the class to which such industry should be assigned.

34. The Board may in any case where it is deemed necessary, and shall on the application of any employer, association or workman interested in any order, ruling or decision of the Board, issue a certificate under the seal of the Board, embodying the substance of any such order, ruling or decision.

35. (1) An appeal shall lie to the Supreme Court, Appeal Division, from any final decision of the Board upon any question as to its jurisdiction or upon any question of law, but such appeal shall be taken only by permission of a judge of the Supreme Court, given upon a petition presented to him within fifteen days after the rendering of the decision, and upon such terms as said judge may determine. Notice of such petition shall be given to the Board, at least two clear days before the presentation of such petition.

(2) Where an appeal has been granted, the appeal shall be brought by notice served on the chairman or vice-chairman of the Board, within ten days after the permission to appeal has been granted. The notice shall contain the names of the parties and the date of the order appealed from, and such other particulars as the judge granting the appeal may require.

(3) The Board may of its own motion state a case in writing for the opinion of the Supreme Court, Appeal Division, upon any question which in the opinion of the Board is a question of law.

(4) On the hearing of such appeal or stated case any association representing a class interested in the result of the case shall be entitled to appear and be heard.

(5) The Supreme Court, Appeal Division, shall hear and determine the question or questions of law arising thereon and remit the matter to the Board, with the decision of the Court thereon, and such decision shall be binding upon the Court.

(6) No costs shall be awarded in any appeal or case stated under this section.

SCALE OF COMPENSATION.

36. (1) The compensation payable under this Part to an injured workman or to the dependents of a deceased workman shall be as follows:

(a) In case of temporary partial disability continuing for more than seven days after the accident and diminishing the earning capacity of the workman by more than ten per cent, a payment or payments, at a rate equal to 55 per cent of such diminution of earning capacity, calculated on a basis not exceeding $125 per month;

(b) In case of total disability, continuing for more than seven days after the accident, a payment or payments, equal to 55 per cent of the average earnings of the workman, but not less than $6 per week or more than $125 per month, such payments to be continued during the life of the workman or the duration of such disability;

(c) In case of permanent partial disability, payments on a scale to be established by the Board and proportioned upon the diminution of earning capacity and the degree of disfigurement, but not exceeding in any case $1,500;

(d) In case of death of the workman as a result of the injury, in addition to any payments under (a) or (b);

(I) Necessary and proper expenses of burial, not exceeding $75;

(II) Where the sole dependent is a widow or invalid widower, payments during the life of such widow or widower, at the rate of $20 per month;

(III) Where the dependents are a widow or invalid widower and one or more children under the age of sixteen years, payments at the rate of $20 per month, with an addition of $5 per month for each of such children;

(IV) Where the dependents are persons other than those mentioned in the foregoing clauses, payments at a rate reasonable and proportionate to the pecuniary loss to such dependents, on a scale to be determined by the Board, having in view the scale of payments laid down in clauses (II) and (III);

(2) In the case provided in item (IV) of clause (d) of sub-section (1), the payments shall continue only so long as in the opinion of the Board it might reasonably have been expected had the workman lived he would have continued to contribute to the support of the dependents;

(3) Where there are both total and partial dependents the compensation may be allotted partly to the total and partly to the partial dependents;

(4) Exclusive of the expenses of burial, the compensation payable as provided by sub-section (1) shall not in any case exceed 55 per cent of the average earnings of the workman, and if the compensation payable under that sub-section would in any case exceed that percentage it shall be reduced accordingly, and, where several persons are entitled to monthly payments, shall be reduced proportionately;

(5) If a dependent widow marries, the monthly payments to her shall cease, but she shall be entitled in lieu of them to a sum equal to the payments for two years, provided this sub-section shall not apply to payments to a widow in respect of a child;

(6) Payments in respect of a child shall cease when the child attains the age of sixteen years or dies;

(7) The total aggregate amount of compensation paid under this section shall not in the case of any workman, or his dependents, exceed in the aggregate the sum of $3,500.

37. (1) In fixing the amount of any payment, regard shall be had to any payment, allowance or benefit which the workman may receive from his employer during the period of his disability, including any pension, gratuity or other allowance provided at the expense of the employer.

(2) Where the compensation is payable, any sum deducted from the compensation under sub-section (1) may be paid to the employer out of the accident fund.

38. The Board may in its discretion:

(a) Commute the whole or any part of the payments due or payable to any workman or dependent for a lump sum; or

(b) Substitute for such payments any other scheme of periodical payments; or

(c) Substitute for any lump sum or sums any scheme of periodical payments; as may be deemed most expedient in the interest of such workman or dependent.

(2) Where in any case, in the opinion of the Board, it will conserve the accident fund to provide a special surgical operation or other special medical treatment for a workman, the expense of such operation or treatment may be paid out of the accident fund.

39. The Board may in its discretion, by regulation, provide for the payment of the cost of first aid to workmen in case of injury and should such workman require hospital care, to pay cost of such care; but no such regulation shall come into force until three months after proclamation thereof by the Lieutenant-Governor in Council.

PAYMENT OF COMPENSATION.

40. (1) Where any workman or dependent is entitled to compensation under this Part he shall file with the Board an application for such compensation, together with the certificate of the attending physician, if any, and such further or other proofs of his claim as may be required by the Board.

(2) It shall be the duty of every physician or surgeon attending, or consulted upon, any case of injury to any workman to furnish or cause to be furnished from time to time, such reports, and in such form, as may be required by the Board, in respect of such injury and the resulting condition of the workman.

(3) It shall also be the duty of every physician in attendance upon any injured workman to give all reasonable and necessary information, advice and assistance to enable such workman or his dependents, as the case may be, to make application for compensation, and to furnish such proofs as may be required by the Board.

(4) It shall be the duty of every employer, within three days after the happening of an accident to a workman in his employment by which the workman is disabled from earning full wages, to notify the Board in writing of the:

(a) happening of the accident and nature of it;

(b) time of its occurrence;

(c) name and address of the workman;

(d) place where the accident happened;

(e) name and address of the physician or surgeon, if any, by whom the workman was or is attended for the injury;

(f) any other particulars required by regulation of the Board.

(5) It shall be the duty of the employer to make such further and other reports respecting such accident and workman as may be required by the Board.

(6) It shall also be the duty of every employee within fourteen days after any accident entitling him to compensation, or so soon thereafter as his claim to compensation shall have accrued, to make due application under sub-sec. 1 or to notify the Board of such accident.

41. Payments of compensation shall be made in such manner and in such form as may appear to the Board to be most convenient, and in the case of minors or persons of unsound mind, payments may be made to such persons as, in the opinion of the Board, are best qualified in all the circumstances to administer such payments, whether or not the person to whom the payment is made is the legal guardian of such minor or person or unsound mind.

42. The Board may re-open, re-hear, re-determine, review or re-adjust any claim, decision, or adjustment, either because an injury has proven more serious than it was deemed to be, or because a change has occurred in the condition of a workman or in the number, circumstances or condition of dependents, or otherwise.

43. The Board may require such proof from time to time of the existence and condition of any dependents in receipt of compensation payments as may be deemed by the Board necessary, and may from time to time require any workman applying for or receiving compensation payments to submit to medical examination by the Board or its duly appointed officers, and in default of such requirement being complied with, may withhold such compensation payments.

CLASSIFICATION.

44. Subject to section 61, the compensation provided for in this Part shall be paid out of a fund to be called "The Accident Fund."

45. For the purpose of creating and maintaining the Accident Fund, all industries within the scope of this Part shall be divided by the Board into classes in the discretion of the Board.

(2) The Board may by regulation re-arrange such classes or withdraw from any class, any industry or group of industries included therein, and transfer such industry or group of industries to any other class, or form it into a separate class.

46. The Board shall assign every industry within the scope of this Part to its proper class; and where any industry includes several departments assignable to different classes, the Board may either assign such industry to the class of its principal or chief department, or may, for the purpose of this Part, divide such industry into two or more departments, assigning each of such departments to its proper class.

ASSESSMENT.

47. The Board shall on or before the first day of January of each year make an estimate of the assessments necessary to provide funds in each of the classes sufficient to meet all claims for compensation payable during the succeeding year.

48. (1) Every employer shall, on or before a date to be fixed by the Lieutenant-Governor in Council, and thereafter on or before the first day of January in each year, or whenever he shall have become an employer within the meaning of this Part, or whenever required from

time to time by the Board so to do, cause to be furnished to the Board an estimate or estimates of the probable amount of the payroll of each of his industries within the scope of this Part, together with such further and other information as may be required by the Board for the purpose of assigning such industry to the proper class or classes, and of making the assessments hereunder; provided that the Board may also require any employer not within the scope of this Part to furnish from time to time such information as may enable the Board to determine whether such employer is or is not within the scope of this Part;

(2) Every employer wilfully neglecting or refusing to furnish such estimates or information shall be liable to a penalty of $20 per day for each day of such default;

(3) Every assessor appointed under Chapter 21 of the Acts of 1913, or any other Act respecting assessments for taxation, shall yearly, within ten days after the completion of the assessment roll, make a return to the Board upon forms provided by the Board, for the purpose of showing the names, addresses, nature of business and usual number of employees, if known, of all employers of labour carrying on any industry or business, other than farming or mercantile business, within the district of such assessor, together with such other information as the Board may require;

(4) Within three days after the granting of any building permit in any city, town or parish, notice thereof, together with such particulars as the Board may require, shall be given to the Board by the person whose duty it is to keep a record of such permits;

(5) Every steam engineer employed in connection with the operation of any portable sawmill shall before such operation is begun in any particular locality or place, or within three days after such operation is begun, report to the Board that such operation will be or has begun, and shall likewise from time to time report to the Board upon the cessation of such operation, and furnish to the Board such further and other information with respect to such operation as the Board may by regulation require.

49. The Board shall every year assess and levy upon and collect from the employers in each class, by an assessment rated upon the payroll, or otherwise as the Board may deem proper, sufficient funds to meet all claims payable during the year.

50. Separate accounts shall be kept of the amounts collected and expended in respect of every class and of every fund set aside by way of reserve, but for the purpose of paying compensation the accident fund shall, nevertheless, be deemed one and indivisible.

51. (1) The Board may, in addition to the amount actually required in each class for the year, assess and levy upon and collect from any class or classes a surcharge or surcharges to be set aside as a reserve or reserves—

(a) by way of providing a contingent fund in aid of industries or classes which may become depleted or extinguished; or

(b) by way of providing a sinking fund for the capitalization of periodical compensation payments payable in future years; or

(c) by way of setting up a reserve fund for the equalizing of assessments.

(2) The Board may, in respect of any industry or class where it is deemed expedient, assess, levy and collect in each year a sufficient amount to provide capitalized reserves which shall be deemed sufficient to meet the periodical payments accruing in future years in respect of all accidents during such year.

(3) Upon any such change being made as provided for in sub-section (2) of section 45 the Board may make such adjustment and disposition of the funds, reserves and accounts of the classes affected as may be deemed just and expedient.

52. The Board may establish such sub-classifications, differentials and proportions in the rates as between the different kinds of employment in the same class as may be deemed just; and where any particular industry is shown to be so circumstanced or conducted that the hazard is greater than the average of the class or sub-class to which such industry is assigned, the Board may impose upon such industry a special rate, differential or assessment, to correspond with the excessive hazard of such industry.

53. If authorized by the Lieutenant-Governor in Council the Board may make or sanction any arrangement for the insurance or re-insurance, with an underwriter or underwriters, of any employer or class under this Part, subject to such terms and conditions as the Board may prescribe, and may make any necessary or equitable adjustment of the assessment of such employer or class, having in view any premium paid on such insurance or re-insurance; provided that all claims for compensation shall be adjusted and paid by the Board.

54. Assessments shall be made under seal, and may be general as applicable to any class or sub-class, or special as applicable to any industry or part or department of an industry.

(2) Any general assessment may be made in the manner and form set forth in Schedule A.

(3) Notice of any general assessment may be in the form set forth in Schedule B, and shall be published in the Royal Gazette and in such other newspapers, and in such other manner, as the Board may deem adequate or expedient.

55. The Board shall give notice to each employer, in such manner as may be deemed by the Board adequate and proper, of the amount of the assessments due from time to time in respect of his industry or industries, and the time or times when such assessments are due and payable.

56. (1) Notwithstanding any provisions of this Part respecting estimates or payrolls and notice to employers, it shall be the duty of every employer, without demand from the Board, to cause to be paid to the Board the full amount of every assessment assessed or levied in accordance with this Part in respect to workmen in his employ who are entitled to compensation hereunder, and every such assessment, whether the employer have notice thereof or otherwise, shall be a debt unliquidated until the amount thereof shall have been ascertained by adjustment as provided by this Act, and payable by the employer to the Board.

(2) The Board shall have a right of action against the employer in respect of any amount unpaid, with costs of such action.

57. (1) At or before the first of January of each year, or as soon thereafter as any industry shall have begun operation, the Board may levy upon each employer a provisional amount based upon the estimates and information furnished by such employer or upon such further or other information as the Board may obtain, and such provisional amount shall be presumed to be the amount due by any such employer and may be collected from such employer as hereinafter provided.

(2) In case of the refusal or neglect of any employer to furnish any estimate or information as required under section 48, the Board may make its own estimates of the amount due by such employer and may levy and collect such amount.

(3) Such provisional levies may, wherever it is deemed expedient, be collected in half-yearly, quarterly or monthly instalments, or otherwise; and where it appears that the funds in any class are sufficient for the time being, any instalment may be abated or its collection deferred.

58. If in any class the estimated assessments shall prove insufficient the Board may make such further assessments and levies as may be necessary, or may temporarily advance the amount of any deficiency out of any reserve provided for such purpose, and may add such amount to any subsequent assessment or assessments.

59. In the case of any industry which, in the opinion of the Board, is to be carried on only temporarily, the Board may, instead of collecting a provisional amount, require or take from the employer security in such form and amount as the Board may deem adequate, until the cessation of the industry and final report and audit of the payroll therefor.

60. If any assessment is not paid at the time when it becomes payable, a percentage prescribed by regulation of the Board, and not exceeding in the whole twelve per cent per year, may be added to such assessment, by way of penalty, and collected and enforced as part of such assessment.

61. (1) Any industry in respect of which the employer neglects or refuses to furnish any estimate or information as required by section 48 shall, during the continuance of such default, be deemed to be an industry within Part II, and such employer shall be liable for damages as provided in Part II, and except as provided in sub-section (3) no compensation shall be payable under Part I during the continuance of such default;

(2) Notwithstanding sub-section (1) such employer shall be liable to pay to the Board the full amount or capital value of any compensation payments to which any workman would be entitled under Part I by reason of any accident occurring during the continuance of such default, and such amount or capital value may be assessed against, and collected from, such employer by like process and means as in the case of other assessments under Part I.

(3) If, and to the extent that, such employer shall pay to the Board such amount or capital value he shall cease to be liable under sub-section (1) and such workman shall be entitled to compensation under Part I.

(4) If satisfied that such default was excusable, the Board may relieve such employer in whole or in part from liability under sub-section (1) or sub-section (2), or both, on such terms as the Board may deem just.

LIABILITY FOR ASSESSMENTS.

62. Where any work within the scope of this Part is performed under contract for any municipal corporation or public service commission, any assessment in respect of such work may be paid by such corporation or commission, as the case may be, and the amount of such assessment may be deducted from any moneys due the contractor in respect of such work.

63. (1) Where any work within the scope of this Part is undertaken for any person by a contractor, both the contractor and the person for whom such work is undertaken shall be liable for the amount of any assessment in respect thereof, and such assessment may be levied upon and collected from either of them or partly from one and partly from the other; provided that in the absence of any term in the contract to the contrary the contractor shall, as between himself and the person for whom such work is performed, be primarily liable for the amount of such assessment.

(2) Where any work within the scope of this Part is performed under sub-contract, both the contractor and the sub-contractor shall be liable for the amount of any assessments in respect of such work; and such assessments may be levied upon and collected from either, or partly from one and partly from the other; provided that in the absence of any term in the sub-contract to the contrary the sub-contractor shall as between himself and the contractor be primarily liable for such assessments.

64. In the case of any work or service performed by an employer in any of the industries within the scope of this Part, for which the employer would be entitled to a lien under the Mechanics' Lien Act, it shall be the duty of the owner as defined by that Act, to see that the amount of any assessment in respect of such work or service is paid, and if any such owner fails to do so he shall be personally liable to pay it to the Board, and the Board shall have the like powers and be entitled to the like remedies for enforcing payment as it possesses or is entitled to in respect of an assessment.

65. There shall be included among the debts which under the Act Respecting Assignments and Preferences by Insolvent Persons, "The Companies' Winding Up Act," and "The Trustee Act," are, in the distribution of the property in the case of an assignment or death or in the distribution of the assets of a company being wound up under the said Acts respectively, to be paid in priority to all other debts, the amount of any assessment the liability wherefor accrued before the date of the assignment or death or before the date of the commencement of the winding up, and the said Acts shall have effect accordingly.

66. Where default is made by any employer in the payment of any levy the Board may, after ten days' notice to such employer of its intention so to do, issue its certificate specifying the amount of such levy and the person by whom it is payable, and such certificate, or a copy thereof under the seal of the Board, may be filed with the Clerk of any County Court or with the Registrar or Assistant Registrar of the Supreme Court, and such Clerk, Registrar or Assistant Registrar shall thereupon issue a judgment of such Court against such person for such amount, and such judgment shall be enforceable in the same manner as other judgments of such Court, subject to such appeal as in the case of other judgments of such Court.

ADJUSTMENT OF ASSESSMENTS.

67. On or before the first day of April in each year the amount of the assessment for the preceding calendar year shall be adjusted upon the actual requirements of the class and upon the correctly ascertained payroll of each industry, or otherwise as the case may require, and the employer shall forthwith make up and pay to the Board any deficiency, or the Board shall refund to the employer any surplus, or credit the same upon the succeeding assessment as the case may require.

68. (1) Every employer shall, at or after the close of each calendar year, or at such other times as may be required by the Board, furnish verified copies or reports of his payroll or payrolls, together with such other information as the Board may require, verified by statutory declaration, for the purpose of enabling the Board to adjust and compute the amount of the assessment as provided in section 67.

(2) In computing and adjusting the amount of the payroll of any industry, regard shall be had only to such portion of the payroll as represents workmen and work within the scope of this Part, and where the wages of any workman exceeds the rate of $125.00 per month, due and proper deduction may be made in respect of any such excess.

69. Where in any industry a change of ownership or employership has occurred, the Board may levy any part of such deficiency on either or any of such successive owners or employers, or pay or credit to any one or more of such owners or employers such surplus as the case may require, but as between or amongst such successive owners or employers the assessment in respect of such industry shall, in the absence of an agreement between the respective owners or employers determining the same, be apportionable, as nearly as may be, in accordance with the proportions of the payrolls of the respective periods of ownership or employment.

70. (1) The Board and any member of it, and any officer of the Board or person authorized by it for that purpose, shall have the right to examine the books and accounts of any employer and to make such other inquiry as the Board may deem necessary for the purpose of ascertaining whether any statement furnished to the Board under the provisions of section

68 is an accurate statement of the matters which are required to be stated therein or of ascertaining the amount of the payroll of any employer, or of ascertaining whether any industry or person is within the scope of this Part.

(2) Every member of the Board and every officer or person authorized by it to make examination or inquiry under this section shall have power and authority to require and to take affidavits, affirmations or declarations as to any matter of such examination or inquiry, and to take statutory declarations required under section 68, and in all such cases to administer oaths, affirmations and declarations and certify to the same having been made.

71. The Board and any member of it and any officer or person authorized by it for that purpose shall have the right at all reasonable hours to enter into the establishment of any employer and the premises connected with it, and every part of them, for the purpose of ascertaining whether the ways, works, machinery or appliances therein are safe, adequate and sufficient, and whether all proper precautions are taken for the prevention of accidents to the workmen employed in or about the establishment or premises, and whether the safety appliances or safeguards prescribed by law are used and employed therein, or for any other purpose which the Board may deem necessary for the purpose of determining the amount of the assessment of such employer.

72. No officer of the Board and no person authorized to make an inquiry under this Part shall divulge or allow to be divulged, except in the performance of his duties or under the authority of the Board, any information which has been obtained by him or which has come to his knowledge in making, or in connection with, an inspection or inquiry under this Part.

INVESTMENT OF FUNDS.

73. (1) The Board may in its discretion invest any part of the accident fund, and under its control in any securities which are under the "Trustee Act" a proper investment for trust funds, except mortgages on real estate.

(2) No part of the accident fund, whether so invested or not, shall be subject to any municipal or other tax.

REGULATIONS.

74. (1) The Board may make such regulations, approved by the Lieutenant-Governor in Council, as may be deemed requisite for the due administration and carrying out of the provisions of this Part, and may likewise prescribe the form and use of such payrolls, records, reports, certificates, declarations and documents as may be requisite.

(2) Such regulations, when so approved, shall forthwith be published in the Royal Gazette.

(3) Any such regulation may at any time be revoked or amended by the Lieutenant-Governor in Council.

PENALTIES.

75. The Board may, by regulation, prescribe penalties for the violation of any of the provisions of this Part, or for the breach of any rules, regulations or orders made under the authority of this Act, provided that such penalties shall be approved by the Lieutenant-Governor in Council.

76. The penalties imposed by or under the authority of this Part shall be recoverable under the Summary Convictions Act or by an action brought by the Board in any court of competent jurisdiction, and such penalties when collected shall be paid over to the Board, and shall form part of the accident fund.

ASSOCIATIONS.

77. (1) Where any Association shall make rules for the prevention of accidents in the industry or industries represented by such Association, such rules shall, if approved by the Board, be binding on all the employers included in the class, sub-class or group represented by such Association whether or not such employers are members of such Association.

(2) Where an Association under the authority of its rules appoints one or more inspectors, engineers or experts for the purpose of accident prevention, the Board may pay the salary and necessary expenses of any such inspector, engineer or expert out of the accident fund and charge the same to the account of the proper class, sub-class or group.

(3) The Board may on the application of any Association make an allowance to such Association to meet any expenses of such Association and pay such allowance out of the accident fund and charge the same to the account of the class, sub-class or group represented by such Association.

INDUSTRIAL DISEASES.

78. (1) Where a workman suffers from an industrial disease and is thereby disabled from earning full wages at the work at which he was employed, or his death is caused by an industrial disease, and the disease is due to the nature of any employment in which he was engaged at any time within twelve months previous to the date of his disablement, whether under one or more employments, the workman or his dependents shall be entitled to compensation as if the disease were a personal injury by accident and the disablement were the happening of the accident, subject to the modifications hereinafter mentioned, unless at the time of entering into the employment he had wilfully and falsely represented himself as not having previously suffered from the disease.

(2) Nothing in this section shall affect the right of a workman to compensation in respect of a disease to which this section does not apply, if the disease is the result of an injury in respect of which he is entitled to compensation under this Part.

PROCLAMATION OF PART ONE.

79. The provisions of this Part relating to the organization of the Board, the classification of industries, and levying and collecting of assessments, or any of them, shall become effective from and after a day to be named in a proclamation by the Lieutenant-Governor in Council; the provisions of this Part respecting the payment of compensation and the right of the workmen thereto shall become effective from and after a day to be named in any subsequent proclamation by the Lieutenant-Governor in Council, and compensation shall be payable in respect of injuries occurring on and after the day named in such last mentioned proclamation, on which day also the Workmen's Compensation for Injuries Act, being Chapter 34 of the Acts of the Legislative Assembly, passed in the fourth year of His present Majesty's reign, and amendments thereto shall stand repealed.

PART II.

80. Subject to section 84, this Part shall apply to industries to which Part I does not apply.

81. (1) Where personal injury is caused to a workman by reason of any defect in the condition or arrangement of the ways, works, machinery, plant, buildings or premises connected with, intended for or used in the business of his employer or by reason of the negligence of his employer or any person in the service of his employer, acting within the scope of his employment, the workman, or if the injury results in death, the legal personal representative of the workman, and any person entitled in case of death shall have an action against the employer, and if the action is brought by the workman he shall be entitled to recover from the employer the damages sustained by the workman by or in consequence of the injury, and if the action is brought by the legal personal representatives of the workman or by or on behalf of persons entitled to damages under the Act respecting compensation to relatives of persons killed by wrongful act, neglect or default, they shall be entitled to recover such damages as they are entitled to under that Act.

(2) Where the execution of any work is being carried into effect under any contract, and the person for whom the work is done owns or supplies any ways, works, machinery, plant, building or premises, and by reason of any defect in the condition or arrangement of them, personal injury is caused to a workman employed by the contractor or by any sub-contractor, and the defect arose from the negligence of the person for whom the work or any part of it is done or of some person in his service and acting within the scope of his employment, the person for whom the work or that part of the work is done shall be liable to the action as if the workman had been employed by him, and for that purpose shall be deemed to be the employer of the workman within the meaning of this Act, but any such contractor or sub-contractor shall be liable to the action as if this sub-section had not been enacted, but not so that double damages shall be recoverable for the same injury.

(3) Nothing in sub-section (2) shall affect any right or liability of the person for whom the work is done and the contractor or sub-contractor as between themselves.

(4) A workman shall not by reason only of his continuing in the employment of the employer with knowledge of the defect or negligence which caused his injury be deemed to have voluntarily incurred the risk of the injury.

82. A workman shall hereafter be deemed not to have undertaken the risks due to the negligence of his fellow-workmen, and contributory negligence on the part of a workman shall not hereafter be a bar to recovery by him or by any person entitled to damages under the Act respecting compensation to relatives of persons killed by wrongful act, neglect or default, in an action for the recovery of damages for an injury sustained by, or causing the death of the workman while in the service of his employer, for which the employer would otherwise have been liable, but the damages that may be recovered under the provisions of this section shall not exceed the sum of $3,500.00.

83. Contributory negligence on the part of the workman shall nevertheless be taken into account in assessing the damages in any such action. In such cases when tried by a Judge

with a jury, the jury shall assess the damages sustained, and the deductions to be made therefrom because of contributory negligence, separately. The Court of Appeal may review such deduction upon the evidence, drawing such inferences therefrom as a Judge sitting without a jury might do, and increase or decrease the amount of such deduction.

84. This Part shall not apply to farm labourers, domestic or menial servants, or their employers, or fishermen.

85. This Part shall take effect on, from and after a day to be named in a proclamation by the Lieutenant-Governor in Council.

(Schedules omitted.)

The Manitoba Minimum Wage Act

Whereas it is expedient to create and provide for a Minimum Wage Board to investigate and fix in accordance with conditions in Manitoba standard minimum wages and standard hours of employment and standard conditions of labour for female workers employed in shops, factories and mail order houses in cities in Manitoba.

Therefore His Majesty, by and with the advice and consent of the Legislative Assembly of Manitoba, enacts as follows:

Chap. 38, Sec. 1. This Act may be cited as "The Minimum Wage Act."

2. In this Act unless the context otherwise requires:

(a) "Minister" means the Minister of Public Works for the Province of Manitoba.

(b) "Board" means the Board created by this Act for the purposes herein stated.

(c) "Bureau of Labour" means the Bureau of Labour created under Chapter 6 of 5 George V, Statutes of Manitoba or any Act substituted therefor.

(d) "Employer" means and includes every person, firm or corporation, agent, manager, representative, contractor, sub-contractor or principal, or the person responsible directly or indirectly for the payment of the wages of one or more female workers in any shop, mail order house or factory in any city in Manitoba.

(e) "Employee" means and includes every worker employed in any mail order house, shop or factory in any city in Manitoba who is in receipt of or is entitled to compensation for labour performed for any such employer.

(f) "Shop" means and includes any barber shop and any building or portion of a building, booth, stall or place where goods are exposed or offered for sale by retail and without limiting the generality of the foregoing means and includes all places where the trade or business carried on is that of a tobacconist, news-agent, messenger service, hotel, inn, tavern, victualling house, restaurant, or refreshment house, and sale by retail shall be deemed to include sale by auction.

(g) "Factory" means the same as in "The Manitoba Factories Act."

(h) "Occupation" means and includes any and every vocation, pursuit, trade and industry in any mail order house, shop or factory in any city in Manitoba.

(i) "Wage" or "Wages" means any compensation for the labour of an employee.

3. (1) For the purposes of this Act there is thereby created a board, to be called "The Minimum Wage Board," to be appointed by the Lieutenant-Governor in Council, on the recommendation of the Minister, and to consist of five persons, as follows:

(a) Two representatives of employers, one of whom shall be a female.

(b) Two representatives of employees, one of whom shall be a female.

(c) One disinterested person to be chairman of the Board, who shall not be directly or indirectly connected with employers or employees.

(2) The members of the Board shall be paid such compensation for their services and expenses as may be determined by the Lieutenant-Governor in Council.

4. The said Board is hereby authorized and empowered to ascertain and declare, and to make all necessary orders relative to:

(a) Standards of minimum wages for employees, and what wages are adequate to supply the necessary cost of living to employees, and maintain them in health.

(b) Standards of hours of employment for employees, and what are reasonable hours for employees in any occupation within the meaning of this Act.

(c) Standards of conditions of labour for employees, and what surroundings or conditions, sanitary or otherwise, are essential to the health or morals of employees in any such occupation.

Any order or orders made hereunder shall become effective, and shall be in full force and effect one month after the publication of same in the Manitoba Gazette.

5. For the purpose of carrying out this Act the Bureau of Labour, by its secretary or other officers, shall, from time to time, at the request of the Board, procure and transmit to the Board all possible procurable data and statistics in the possession of said Bureau. Provided, however, that the Board shall not be limited to the information furnished by the Bureau of Labour as aforesaid, but it may procure such other or further information as it deems necessary.

6. The Lieutenant-Governor in Council, on the advice of the Minister, may from time to time authorize the expenditure of such moneys of the Province of Manitoba as may be necessary to enable this Act to be carried out, and as may be appropriated by the Legislature for the purposes of the Bureau of Labour.

7. The Board shall have the power to conduct all necessary inquiries and investigations respecting all matters and things appertaining to or in any way connected with the subject matter of this Act, and shall, for the purposes of its investigations under this Act, have, in addition to the special powers herein provided, all such powers, rights and privileges as are vested in the Court of King's Bench of Manitoba, or in any judge thereof in civil cases, in respect of the following matters:

(a) Enforcing the attendance of witnesses and examining them on oath, affirmation or otherwise.

(b) Compelling the production of such documents and things as are necessary to effectually complete any inquiry or investigation.

(c) Punishing persons guilty of contempt of said Board.

(d) A summons or subpoena signed by one or more of the members of the Board may be substituted for and shall be equivalent to any form of process capable of being issued in any action for enforcing the attendance of witnesses or compelling the production of such documents and things as are necessary to effectually complete the said inquiries and investigations.

8. If any person who has been served with a summons or subpoena under this Act fails without reasonable excuse to appear according to the tenor thereof, the Board or a majority thereof shall have power to issue a warrant for the arrest of such person, so as to have him brought before the Board to give evidence or produce documents or other things.

9. The Board may at its discretion make an order extending the provisions of this Act to any portion of Manitoba not in any city, and any such order made shall have the same force and effect as if such portion of Manitoba were part of a city.

10. The Board may issue to any employee physically defective, or to a female learner in such class or occupation as usually requires to be learned, a special license authorizing the employment of the licensee under such rules and regulations as may be made under this Act.

10. The Board may issue to any employee physically defective, or to a female learner earnings of all his employees, and shall on request permit any member of, or any representative of, the Board to inspect and examine such register.

12. The said Board is hereby authorized and empowered to prepare, adopt and promulgate rules and regulations for the carrying into effect of the provisions of this Act, which shall have the same force and effect as if incorporated herein, after same have been published in the Manitoba Gazette.

13. The Board shall from time to time ascertain and determine whether employers are obeying the provisions of this Act and of any order made by the Board.

14. If any employee be paid by her employer less than the minimum wage to which she is entitled she may recover in a civil action the full amount of her said minimum wage less any amount acually paid to her by the employer together with such costs as may be allowed by the court, and any agreement made by any employee to work for less than the fixed minimum wage shall be no defence in any such action.

15. After any order of the Board becomes effective and while it is effective, it shall be unlawful for any employer to violate or disregard any of the terms or provisions of the said order.

16. It shall be unlawful for any employer to discharge or threaten to discharge, or in any other manner discriminate against any employee because such employee has testified, or is about to testify, or because such employer believes that said employee may testify in any investigation or proceedings relative to the enforcement of this Act.

17. Any employer who violates any of the provisions of this Act or of any order, rule, or regulation of the Board, shall be guilty of an offence and upon conviction thereof, before a Police Magistrate shall be punished by a fine of not less than $25.00, nor more than $100.00, and in default of payment by imprisonment for not less than ten days nor more than three months or by both such fine and imprisonment in the discretion of the Police Magstrate trying the charge.

18. In case of conflict between this Act or any orders made thereunder and any other Act or any order or regulation made under the authority of said other Act, the provisions of this Act and of the orders made thereunder shall supersede and repeal any such other conflicting provisions.

19. This Act shall come into force on a day to be fixed by proclamation of the Lieutenant-Governor in Council.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Conviction under the "anti-loafing law" quashed upon appeal

SHORTLY after the passage of the order-in-council for the suppression of idleness, a man was arrested in Exshaw, Alberta, and taken to Calgary for trial before a magistrate on the charge that he was "not regularly engaged on some useful occupation, contrary to Section 1 of the Regulations made and issued under Order-in-Council No. 815, dated April 4, 1918."

From the evidence, it appeared that the defendant had come to the United States from Russia shortly before the war, and that since that time he had been engaged in various occupations, both in the United States and in Canada. During the three weeks previous to his arrest he had been engaged, at a salary of $20.00 per week, to collect dues and to obtain new members for an organization of unskilled workers known as "The Federal Workers' Union of Canada."

The magistrate found that the defendant was not engaged in some useful occupation, and fined him $10.00 and costs. The defendant, thereupon, appealed to the Supreme Court of Alberta, with the result that the magistrate's finding was not upheld and the conviction was quashed.

The judgment of the Supreme Court was, in part, as follows:

"It appears that the accused was employed by a labour organization known as "The Federal Workers' Union of Canada" to canvass for members, and to collect fees. He was paid $20.00 a week for this work.

"One paragraph of the preamble of the order-in-council under which the charge was laid, reads as follows: "And, whereas, these regulations are not intended to affect any right of members of organized labour associations to discontinue their work in the employment in which they have been engaged when such discontinuance is occasioned by differences actually arising between the employer and the employed. The purpose is to prevent persons capable of useful work from remaining in idleness at a time when the country most urgently requires the service of all human energy available."

"It is apparent from the foregoing that the maintenance of an organized labour union or association is not to be considered as in any sense violating the letter or the spirit of the law. If I mistake not, a member of a labour union is a member of the Committee of the Privy Council, that is the Cabinet, which passed the order-in-council and is a member of that body just because he is a member of a labour union and held at one time a high office in labour union circles.

"Now a labour union cannot be maintained, no organization of any scope can be maintained, without officials and paid servants. The Law Society of Alberta, of which the magistrate and the prosecuting and defending counsel are members, needs to have a paid secretary. I should be surprised to hear it suggested that Mr. Adams, while doing his work is not engaged in any useful occupation, or that the secretary of the United Farmers of Alberta or of the Canadian Manufacturers' Association is liable to conviction under this law. But it is possible, of course, that to a certain aristocracy of labour some reluctant recognition is to be extended by that class of the community which exercises the social privilege of 'recognizing' other people or other classes. If 'skilled' labourers organize themselves into labour unions and by the means of united action succeed in getting themselves 'recognized' to the extent of having representatives

[1]See Labour Gazette, June, 1918, p. 378.

in cabinets and legislatures, then, of course, we must reconcile ourselves to it with a sigh. But when it comes to 'unskilled' labour, to men who merely dig sewers, although we really must have sewers for the enjoyment of the refinement of our social life, or men who merely shovel coal and cut wood, although these are also necessary to our comfort, it seems, according to the tenor of the evidence of this case, that these men must work separately and alone. The 'privilege' of organizing is not to be extended to them, they are not to be 'recognized' as entitled to act together like farmers and manufacturers and bricklayers, and if they attempt to organize themselves any official whom they employ for that purpose is open to conviction under this order-in-council if the magistrate's view of the matter is correct.

"Of course there was a great deal of irrelevant evidence admitted which was intended to raise suspicions against the accused. Hints were made of connections with other organizations which are fairly well known, as a matter of general knowledge, to be of doubtful usefulness and perhaps of harmful tendencies or purposes. But these were hints only and should have been excluded.

"If the accused had been shown to be actually engaged in seditious propaganda he could have been dealt with under another law. But it seems to me to be contrary to the proper administration of the law when a man is accused of not being engaged in a useful occupation, to pass beyond the enquiry as to what he was doing and indulge in hints, insinuations and suspicions of connections with some organizations whose nature and purposes are but vaguely understood.

"The witnesses, the counsel and the magistrate are probably all in the same position as myself. I really do not know the difference between the Red Guard of Russia and the social democratic party there, and both of these, with other things of a like kind, were flung into the evidence quite irrelevantly and seemingly with some deliberate purpose.

"Bosoms swelling with patriotism must not forget that even in time of war civil courts continue to act on judicial principles, and properly so. The order-in-council says that the question of what is a useful occupation shall be a question of fact for the magistrate. It is not for me to speculate on the vast variety of opinion on this economic subject which may exist among the justices of the peace in Canada. The law has left it to them to decide. But the magistrate must have some evidence upon which to base his opinion. All the relevant evidence he had as to the occupation of the accused was that he was a paid official of a labour organization and these organizations are recognized in the order-in-council itself as not illegal. I am unable to see, therefore, how any reasonable inference could be made that their paid servant is not engaged in a useful occupation. I leave aside, therefore, the general question whether under this order-in-council the Court is entitled to go behind the fact that a man is doing honestly otherwise lawful work for which he is paid by his employer and, as against the employee, declare that his employer's business or occupation is not a useful one.

"The conviction will be quashed, and as to costs I think the applicant is entitled to them as against the informant who I understand is a member of the Provincial Police, and as against the Crown, which appeared and prosecuted. The man was arrested on the request of a manufacturer at Exshaw who asked to have him 'investigated.' 'He was picked up' and taken by the Provincial Police to Calgary and the impression I get from the evidence is that a prosecution under this order-in-council was an afterthought and that he was not arrested in the first place for an infringement of it.

"The only safe path is to put all on an equal equality before the law. Any other course will inevitably ultimately lead to the very evils which this prosecution was evidently intended to help avert." (*Alberta—Rex v. Ruttke.*)

Coal miner fined for claiming pay at contract rate when on company's time

A coal miner was prosecuted on a charge of obtaining money under false pretenses. It appears that while employed by the company at a stated rate of wages, he was accused of placing his tally check on a number of cars that he was loading, claiming extra pay under the contract system. It was alleged by the defence that sub-officials would frequently allow contract miners while working on company time credit on coal loaded on contract basis in addition to their regular pay. The existence of such a system, however, was denied by company officials. It was held by the Court that if this custom did exist it was a criminal one and the accused was found guilty of attempting to obtain money under false pretenses. He was fined $100, or six months' imprisonment. (*British Columbia—Rex v. Hnatz Melnik.*)

REVIEWS

UNITED KINGDOM.—Health of Munition Workers Committee. Final Report. Industrial Health and Efficiency. 1918. 182 pp.*

Industrial health and efficiency of munition workers

THE Health of Munition Workers' Committee of the British Ministry of Munitions has issued its final Report, which consists largely of a recapitulation of the conclusions reached in its earlier Reports and Memoranda.

It also contains a historical survey of Factory Acts and other legislation affecting employees passed in Great Britain since the beginning of the nineteenth century. There are also a number of appendices to the Report, which include Reports by Dr. Janet Campbell on the Health of Women Munition Workers, Plans and Equipment of Canteens and Hostels, A Memorandum of the Ministry of Munitions on the Duties of Welfare Supervisors for Women, and Concessions in Regard to Expenditure on Provision of Welfare Facilities, Canteens, etc.

In summarizing the results of the investigations of the committee, the following conclusions were reached: Fatigue and ill-health in relation to industrial efficiency is in large degree a subject of preventive medicine, a question of physiology and psychology, of sociology and industrial hygiene. Fatigue may spring from the maintained use of intelligence, the continued use of special senses, or from monotonous work. It should be detected and its causes dealt with before it becomes excessive. The tests of fatigue are diminished output, the failure of concentration as shown in increased accidents and spoiled work, staleness, ill-health and lost time. The conditions essential to the maintenance of health are: first, personal conditions such as food, fresh air, exercise, warmth and adequate rest, and, secondly, a satisfactory environment, such as a safe and sanitary factory, suitable hours of work, good housing accommodation, and convenient means of transit.

With regard to the hours of labour, the committee in January, 1916, provisionally recommended that the average weekly hours of employment of men should be limited to 65-67, that the

*Reviews of previous reports and memoranda issued by the British Health of Munition Workers' Committee have appeared in the LABOUR GAZETTE, as follows: Report on Sunday Labour, January, 1916, p. 846. Report on Industrial Canteens, February, 1916, p. 950. Report on Juvenile Employment, November, 1916, p. 1791. Reprints of the Memoranda in Bulletin of United States Bureau of Labour Statistics, June, 1917, p. 502. Output in Relation to Hours of Work, August, 1917, p. 659. Industrial Efficiency and Fatigue, Reprints in Bulletin of United States Bureau of Labour Statistics, September, 1917, p. 763. Weekly Hours of Employment, January, 1918, p. 57. Health of the Munition Worker, a Handbook, February, 1918, p. 154. An Investigation of the Factors Concerned in the Causation of Industrial Accidents, June, 1918, p. 463.

hours of women should be limited to 60 per week, as prescribed by the Factory and Workshops Act, 1901, that the employment at night of girls under 18 should be limited so far as possible, and that while boys should be allowed to work for the same hours as men, it was urged that so far as possible boys under 16 should not be employed for more than 60 hours a week or at night. Scientific data since collected for the committee support the view that these hours which were provisionally recommended are too long and can be reduced without loss of output. What the extent of the reduction should be in any particular case can only be determined after considering a number of factors such as the physical or mental strain of the work, the extent to which the pace of the work is governed by the machine, the factory environment, the physical capacity, age, sex, and experience of the worker, the arrangement of hours, and outside conditions such as housing and transit. The daily employment of workers is organized in single shifts, double shifts, or in three shifts. From the point of view of output, single shifts are open to objection owing to the large number of hours during which the machinery lies idle. Double shifts are most commonly adopted, and under reasonable conditions they are undoubtedly productive of increased output. Wherever possible an interval should be left between the two shifts. The shorter hours are widely recognized to be advantageous from the point of view both of the health of the worker and of output, and an opportunity is thus afforded for cleaning and ventilating the shops. The system of beginning work at 6 a.m. with a break of half an hour for breakfast has been found to be a mistake as only a few can put in their best work before having a proper meal in the morning. It is best to commence after breakfast at 7 or 8 a.m. Many women and young persons cannot profitably be employed on continuous work for the full spell of five hours allowed by the Factory Act. Employers frequently allow short intervals for rest and refreshment in the afternoon, and also in the morning. All workers should be allowed periodic holidays, preferably of several days' duration. At the commencement of the war Sunday labour, especially for men, was widely adopted in the hope of increasing output. The evidence, however, proves conclusively that Sunday labour is unpopular, uneconomical and not productive of increased output. Where Sunday labour becomes necessary, arrangements should be made by a system of relief shifts, that no individual worker is employed more than six days in the week. Night work is open to serious objection even for men. It has been illegal for women and girls for over 50 years. Although inevitable for adult women under existing conditions, it should be stopped as soon as it ceases to be essential. Night work for girls under 16 has now been entirely stopped. For girls between 16 and 18 it has been largely curtailed and should be ended as soon as possible. Night work for boys is only legal in certain continuous processes. It has already been curtailed for boys under 16 and should be altogether stopped. Investigations suggest that continuous night work is productive of less output than the system under which a worker is engaged on day and night shifts alternately.

For the maintenance of industrial efficiency, proper and adequate food is essential. Many workers do not obtain suitable food owing to domestic difficulties, distance of the home from the factory, night work, and ignorance of the need, in the case of women. The only satisfactory way of providing suitable food at low prices for large numbers at convenient times lies in the establishment of industrial canteens. At the end of 1917, there were about 840 canteens in munition works and docks. The committee are convinced that they have very materially contributed to the maintenance of the health of the worker, to the prevention of a serious breakdown under the strain imposed by war conditions, and to increased efficiency and energy and corresponding output.

A large amount of interruption to work is due to industrial accidents. The principal causes of accidents are speed of working, fatigue, psychical influences, alcoholic consumption, lighting and temperature. Success in the prevention of accidents depends largely upon the intelligent co-operation of workers and foremen. In each shop there should be one or two workers trained to render first aid in case of accidents. Leaflets of instruction and advice should also be issued. Great improvements are expected to result from a recent Home Office Order requiring employers in certain industries to provide and maintain: (a) first-aid posts or local dressing-stations for every 150 workers; and (b) an ambulance room or central dressing station in charge of a nurse or other person trained in first-aid work. Records of all cases treated are to be kept. Provision is also made for the conveyance to hospital of the more serious cases.

The increased employment of married women and young girls led the committee in January, 1916, to recommend the appointment of welfare supervisors in all factories where women were employed. The exact duties of a welfare supervisor will to some extent depend upon the circumstances of the factory and her own capacity, but experience shows that her duties may properly include the engagement of workers, so far as their general suitability is concerned; keeping of records of individual workers; investigation of cases of lost time, sickness, low output or wages, incapacity, dismissals or withdrawals, working conditions, home visiting, feeding arrangements, training and instruction, housing, transit and recreation. The welfare supervisors should undergo a preliminary course of training of not less than one year, which should be grounded on a wide study of social questions, and should include practical work for a large part of the time. A definite judgment cannot yet be passed on the development of welfare work during the past two years, and the confident support of the workers has still to be obtained, but the conditions of employment of women have vastly improved, and it has been and is likely to be of material advantage that there should exist a body of persons specially concerned to promote the health and well-being of the worker.

United States.—Labour in War Time. The American Labour Legislation Review, March, 1918. 119 pp.

Labour in War Time: Conservation, mobilization, health insurance

The American Labour Legislation Review for March, 1918, contains an account of the proceedings of the eleventh annual meeting of the American Association for Labour Legislation, which was held in Philadelphia in December, 1917. This meeting was devoted to a discussion of labour problems in war time, the principal subjects of debate being Health Insurance, Mobilizing of the Labour Supply, Labour Conservation in War Time, and Problems and Methods of Legislative Investigating Commissions. The need for a system of state health insurance is emphasized in the opening address by Irving Fisher, president of the association. The great wastage of men in the war, and the discovery that about one man out of three, medically examined, is rejected as unfit for the army, have shown the need for better conservation of health, to which end health insurance would be the greatest stimulus. Already nine States of the Union have Commissions working on this subject.

The discussion on mobilizing the labour supply was held at a joint session with the American Economic Association and the American Farm Management Association. Henry R. Seager, Secretary of the United States Shipbuilding Labour Adjustment Board, stated that the Department of Labour was planning to open war emergency employment bureaus in all centres where war industries were actively carried on. An account of English war experience in the employment of labour is given by M. B.

Hammond, of Ohio State University. The following lessons are drawn from this experience: (1) Any country possesses in its industrially unemployed women a vast reserve of productive power on which it can call in times of emergency, and which possesses a mobility hitherto unsuspected. (2) For the utilization of such labour there is no limit except that set by the physical capacity of the worker and the extent of her training. (3) The effective utilization of women's labour requires the Government and private employers to give unusual consideration to problems relating to the health and fatigue of the workers, lest the effort to secure maximum productivity over-reach itself. (4) Among peoples trained in self-government, governmental efforts to secure co-operation of organizations of employers and of employees will win better results than will measures of compulsion. (5) For the effective mobilization of its labour forces a well integrated system of employment bureaus is essential, and employers should be encouraged to rely upon these bureaus to secure the extra labour required. (6) The need of men for military service should not be allowed to outweigh the need of men for the production of those things upon which military success is dependent.

THE

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

During August the most noticeable feature in the labour market was the scarcity of skilled workers in the coal and metal mining industries. There was also a steady demand for farm hands and lumbermen. In civic employment a slight decline in comparison with July, and a considerable decline in comparison with August, 1917, was noted. There was a decline in the value of building permits issued as compared with July, but an increase as compared with August, 1917.

The time loss on account of industrial disputes during August was not as great as during July, but greater than in August, 1917. There were in existence at some time or other during the month 33 strikes, affecting 8,638 workpeople and involving a time loss of 94,040 working days.

The average cost of the weekly budget of staple goods was $13.41 as compared with, $13.00 in July; and $7.68 in August, 1914. The index number of wholesale prices was almost unchanged, standing at 284.3 for August as compared with, 284.0 for July; and 136.3 for August, 1914.

Proceedings under the Industrial Disputes Investigation Act

During August the Department received reports from five Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) The Canadian Northern Express Company and its employees; (2) The New Brunswick Power Company and its conductors, linemen, power-house men, shop and barn men, trackmen, etc.; (3) The Canadian General Electric Company, Limited, Peterborough, Ont., and its machinists, specialists and electrical workers; (4) The Canadian Pacific Railway Company and its commercial telegraphers, and (5) The Ottawa Electric Railway Company and its employees; also a report from the Labour Appeal Board, to which the last mentioned dispute was referred.

Ten applications were received for the establishment of Boards; and one other Board of Conciliation and Investigation established during the preceding month, also the Labour Appeal Board, were completed by the appointment of chairmen.

Co-ordination of Employment Offices in Canada

Considerable progress has been made under the Employment Offices Co-ordination Act passed at the last session of the Dominion Parliament. The Act set aside $50,000 in 1918, $100,000 in 1919, and $150,000 in 1920, and each year thereafter for distribution among the provincial governments to assist them in their employment office work. Under section 6 of the Act the annual grants to the provinces were made conditional on an agreement between the Minister of Labour and the governments of the provinces as to the terms, conditions and purposes within the meaning of the Act for which the payments were to be made. The Act further empowered the Minister to promote uniformity of methods among employment offices and generally to standardize their work. The Minister has been in communication with the various provincial governments and as the plan has been warmly commended the closest co-operation is anticipated. In fact, the provincial government of Quebec has already created the office of Inspector-General of the Government Labour Bureau, to which office it is reported Mr. Joseph Ainey, of Montreal, has been appointed. Other provinces have also begun to extend their employment services and a large measure of agreement has been reached as to the standards under which they shall operate. The Department of Labour has prepared a set of forms for use in the local employment offices, and the adoption of these forms is now being considered by the provincial officials. The Department is also giving attention to the matter of employment office routine. As soon as the provincial organizations are well under way a Dominion clearing-house will be established at Ottawa.

Employment of women in industries in Canada

Female labour in industries in which formerly men only were employed has become so common in Great Britain, as no longer to excite comment. In Canada, however, the employment of women, except in certain kinds of industries, is as yet in an experimental state; therefore the following experiences of Canadian manufacturing concerns will be of interest.

The Massey-Harris Company have, for the first time, lately employed young women, about 100 in number, to perform work for which men would have been hired had they been available. The women are engaged in drilling plates, bending metal sheets, sharpening mower blades and collecting goods for shipment. They are not employed in the blacksmith shops, where the heat is extreme and the physical strain severe; but it is expected that they can be employed in piling lumber in the yards, as this open-air work should not prove too arduous. One of the officials of the company is reported as saying that the employment of women for work formerly done by men "must still be regarded as an experiment—though apparently a successful one. The girls are physically fit for the work and seem to have taken to it well." It is stated that in all cases the women are being paid the same wages as would be paid to men doing similar work.

A few weeks ago a Canadian wholesale shoe company undertook to teach girls the art of shoe cutting. For this work, which requires considerable skill and intelligence, a higher scale of wages is paid than for other less skilled work. It is further claimed that the work is not arduous but is, in fact, well adapted for young women. One of the officials of the company is reported as saying that the pupils are showing an adaptability which is very encouraging.

It should be added that, according to the latest statement of the Inspector of Industrial Establishments for Montreal, there are in and around that city 2,315

women in the employ of railway, steel and cement companies who are engaged on work for which hitherto men only were employed. In addition to the above there are some 1,500 women engaged in munitions work.

* * *

The Co-operative Movement in Canada

The September issue of the *Canadian Co-operator* prints a summary of an address recently delivered by George Keen, the general secretary of the Co-operative Union of Canada, in which the speaker, in indicating the growth of the movement, pointed out that during the past year the organized co-operative movement of Canada did business to the amount of $1,264,246; and that in share capital the members had invested $146,522 and had made a profit of $91,079. The speaker also stated that of the 13 societies which had reported to the Union, only two had failed to show a surplus; also that if the net surplus had been divided on capital it would have been equal to an average of 61 per cent, as compared with the British average of 30.6 per cent.

As an instance of the rapidity with which the movement is spreading, reference was made to the latest quarterly report of the British Canadian Co-operative Society in the mining town of Sydney Mines, N.S. According to the report the sales for the second quarter of 1918 amounted to $181,793, which was an increase of $64,091 over the corresponding quarter of last year. At the end of June the share and loan capital of the Society amounted to $126,836, showing an increase for the year of $42,067; and the membership amounted to 1,409 persons out of a total population of about 10,000. A dividend of 12 per cent was declared on general purchases and 10 per cent on meat purchases made by members during the quarter. The Society at Sydney Mines proposes to expend about $44,000 in purchasing land, in building store extensions and in additional equipment in their bakery.

The Canada Food Board's Sugar Regulations

Still further restrictions on the use of sugar by manufacturers, confectioners, bakers, etc., were imposed by the Canada Food Board early in September. Restaurants are now restricted to two pounds of sugar for every ninety meals served, while soda fountains and ice cream establishments are restricted to 25 per cent of the average monthly amount of sugar used during 1917. Manufacturers of bread and bread rolls may use only one-half pound of sugar to one hundred pounds of flour and all of this amount must be yellow or brown sugar. Similar restrictions have been placed on other manufacturers using sugar. The Board also issued a statement asking the public to voluntarily ration their ordinary household consumption of sugar on the basis of two pounds per head per month, including the quantity served at meals and in cooking, except that used for preserving fruit.

The Board pointed out that the use of only one teaspoonful of sugar instead of two to a cup of tea by the people of Canada would save three times the amount of sugar now allowed to candy and confectionery manufacturers in the Dominion for one year. Householders were also requested to use yellow and brown sugar as much as possible, and in cooking to substitute honey, corn syrup, etc. For preserving, yellow sugar, white corn syrup, or a syrup made from sugar and glucose or white corn syrup is recommended.

* * *

Trade Boards Act, 1918, of the United Kingdom

The Trade Boards Act, 1918, amending the Act of 1909, will come into effect in October next. The passage of this new Act is directly attributable to the recommendations of the Whitley Committee (which are considered elsewhere in this issue) that Trade Boards should be established for the purpose of regulating conditions of em-

ployment in trades that are not sufficiently well organized to justify the formation of Joint Industrial Councils. Under the original Act of 1909 the establishment of Trade Boards could only be accomplished after considerable delay, and, when they were established, their powers were limited. The main objects of the new Act are to simplify and expedite the procedure required (a) for setting up new Trade Boards, and (b) for the fixing of minimum rates of wages by such Boards.

The functions of the Act and the advantages that will result from it are summarized in the *Labour Gazette* of the British Ministry of Labour, as follows:

In view of the dislocation of industry which it is apprehended may occur after the war, there is reason to fear that the problem of inadequate wages for unskilled and unorganized workers —particularly women—may be rendered exceptionally acute. On the one hand there are a large number of women who have left such occupations as dressmaking in order to work in munition works and other war industries; and on the other hand large numbers of women have entered occupations which were formerly confined to men. The first class will tend to try to find work in their old trades when the demand for war material slackens, with keen competition for employment in these trades as a result; and the second class will in many cases be driven to compete for employment with the returning soldiers. In both cases the competition for employment may reduce wages to an unduly low level, unless precautionary measures are taken.

The eight years' experience of the satisfactory results achieved by the Trade Boards, whose activities have proved of benefit not merely to the workers but to all sections of the trades which have worked under them, pointed to an extension of the Trade Boards Act, 1909, as the best means of meeting the situation. . . .

The new Act of 1918 widens the power of the Minister to apply the Act of 1909 to new trades, as it enables him to apply it to any trade in which, on account of defective organization, wages are unduly low, or there is reason to apprehend an undue fall in wages when the special war conditions have passed. This provision removes the limitation imposed by the Act of 1909, by which the Minister was confined to dealing with trades in which wages were at the time *exceptionally* low as compared with those in other employments. In normal times the wages of large numbers of women workers are very low, and this fact has made it very difficult to urge that the wages of women in any given trade were *exceptionally* low.

Furthermore, the new Act accelerates the machinery for the fixing of compulsory minimum rates, since it will be possible for a rate to be brought into full operation within three months after it has been proposed by a Trade Board, while under the Act of 1909 nine months are required for this purpose.

Other provisions in the Act give Trade Boards additional powers in regard to the fixing of rates of wages and the controlling of the conditions under which particular classes of workers, especially learners, are employed. And, in accordance with a recommendation of the Whitley Committee, the right is conferred on Trade Boards to make recommendations to Government departments with respect to the industrial conditions in their trades.

* * *

Housing Activities of the United States Government

An addition has been made to the organization of the United States Department of Labour appointed to deal with the matter of industrial housing. Shortly after the entry of the United States into the war a branch of the Department of Labour was created, known as the Bureau of Industrial Housing and Transportation, under the direction of Otto M. Eidlitz. This Bureau has had not only executive duties but administrative work to per-

form; and it is in connection with the administrative work that the addition to the organization has been made in the creation of the United States Housing Corporation. It is expected that this new body will afford more facility in operation than was possible under the usual government agency. The articles of incorporation provide for the issuance of 1,000 shares of stock without par value. The stock is held on behalf of the Government by the Secretary of Labour, who is credited with 998 shares, and by the president and treasurer of the corporation, who are credited with one share each. The president of the Housing Corporation is Otto M. Eidlitz, the director of the Housing Bureau.

The Bureau has undertaken to relieve the situation at Bethlehem, Pa., where the need for government houses is very great. It is stated that in Bethlehem there are 7,000 sets of furniture in storage, and that many families have been forced to leave the city because they could find no place in which to live. The Bureau is proposing to build from 1,200 to 1,500 houses, for which about 300 acres of land has been acquired near the steelworks. Because of the large size of this development it is impossible to locate it very near the city; so, in addition to the houses, the Bureau is making provision for community facilities and for supplementing the existing school accommodation. At Bridgeport, Conn., contracts were recently awarded for housing accommodation for 600 families; and work elsewhere on a similar scale is being undertaken.

With the desire to centralize as far as possible the administration of the housing policies of the Government, the Housing Bureau of the Department of Labour has come to an arrangement with the housing and transportation department of the Emergency Fleet Corporation, which will result in complete co-operation, and the avoidance of duplication between the two departments, and which will produce maximum results for the Government with maximum efficiency at minimum cost.

To deal further with the influx of civil servants into Washington, a committee of the Housing Corporation has developed a scheme for the greater use of the housing facilities at present in existence in the city. The committee proposes to assist women to establish boarding and rooming houses and co-operative housekeeping apartments. A revolving fund of $25,000 has been allotted for the purpose of making loans to women of approved qualifications. The committee will approve the rents paid and control the prices charged occupants of these assisted houses. After houses and rents are approved, open letters of credit will, in selected cases, be given the boarding-house keepers for the purpose of purchasing household equipment at approved prices. The underlying purpose of this arrangement is to make available for use buildings which, for one reason or another, are now unoccupied.

* * *

Lake Carriers' Association now recognizes Seamen's Unions

The June issue of the GAZETTE (page 380) contained an account of the controversy between the Lake Carriers' Association and its employees in reference to the Welfare Plan Discharge Book. It was claimed by the employees that the manner in which the discharge books were used virtually amounted to a blacklisting of union men. That the Association was opposed to unionism was plainly evidenced in its refusal to attend a national conference—called by the United States Shipping Board—of the shipping interests and representatives of marine workers, on the ground that such attendance would be a recognition of organized labour.

In September last a strike of the Association's employees was called as a protest against the use of the books; but the Shipping Board intervened, and issued a decision abolishing the continuous discharge book. The Association then issued new discharge books omitting some of the features objected to; but, in

July last, the unions threatened another strike on the ground that the books were still being used to discriminate against union men. The Shipping Board again upheld the men in their contention, and decided that a simple certificate of membership to the Welfare Plan should be issued and that such certificate should not be in book form nor accompanied by a container, and should state on its face that it is the property of the man to whom it is issued. The holder of such certificate should not be required at any time to dispose of his certificate or to deposit it, nor should he be required to produce it at the time of hiring. The decision also stated: "It is the intent of this finding that seamen should be employed solely with reference to their fitness for the work, and not with reference to membership in the welfare plan, nor with reference to affiliation with, or activity in, any union. With the foregoing modification in force, the Shipping Board believes that the welfare plan will not be open to the charge of being an instrument for discrimination against union men."

Finally, on August 1 a conference was held between the Labour Adjustment Commission of the Shipping Board, the union of great lakes seamen, firemen and stewards, and practically all the lake shipping companies, including the Lake Carriers' Association; and a working agreement was signed in which the companies agreed to recognize the great lakes unions and to grant access to their docks and vessels to union representatives. It was also agreed that the question of wage increases and other matters that had been in dispute for some time should be left to the Shipping Board for adjustment.

* * *

The British Labour Party Conference

The conference of the British Labour Party, held in London during June 26-28, was attended by delegates representing nearly two and a half million workers, of whom about 2,415,000 were trade unionists, and about 50,000 were "party Socialists." Many of the Socialists, however, were also trade unionists. At times the conference took on something of an international character, for among its speakers were: Kerensky, of Russia; Albert Thomas, Renaudel and Longuet, of France; Hjalmar Branting, minister of state and leader of the Social Democratic Party of Sweden; and Emile Vandervelde, the Belgian Minister of Munitions. The main purpose for which the conference was called was the consideration of the draft report on "The General Policy of the Party on Reconstruction," prepared by a sub-committee of the executive for the consideration of the British Labour Party.

The Labour Party expressed its platform of reconstruction in 26 resolutions, all of which were based upon the well-circulated and widely-read pamphlet, "Labour and the New Social Order." These resolutions are a programme of political, industrial, economic and social reforms. It also expressed its political independence by terminating the truce with the government and announcing some four hundred prospective parliamentary candidates. The attitude of the Labour Party towards the war was stated in unmistakable terms by the chairman, W. Frank Purdy, when he said: "All plans of reconstruction, all hopes of rebuilding a better social and industrial life after the war, depend on one cardinal fact, and that is—winning the war. The trade union and labour movement have declared that they want no inconclusive peace." The resolutions are too numerous and too long to print in full, but some of them are briefly summarized in the following paragraphs.

In the opinion of the conference the task of Social Reconstruction should be undertaken by the government and should involve "the gradual building up of a new social order based... on the deliberately planned co-operation in production, distribution and exchange, the systematic approach to a healthy equality, the widest possible participation in

power, both economic and political, and the general consciousness of consent which characterize a true democracy.'' In order to help to realize the new social order and to give legislative effect to its reconstruction policy the conference emphasized the necessity for an independent and unfettered Political Labour Party, both in Parliament and in the country.

In regard to the maintenance and protection of the Standard of Living it is the duty of the government to see that, when peace comes, the standard rates of wages shall, relative to the cost of living, be fully maintained; and that the government, for its part, shall insist on the most rigorous observance of the fair wages clause in public contracts. In making provision for the Soldiers and Sailors on demobilization it is imperative that a detailed plan should be worked out immediately, and that it should be published for general information so that mistakes and omissions may be rectified and everyone made acquainted with the steps to be taken. In connection with the discharge of Civilian War Workers, male and female, the same sort of careful provision should be made in advance for systematically replacing them in situations and for their adequate maintenance until situations are found. For the prevention of unemployment the Minister of Labour is urged to arrange, before demobilization is begun, the next ten years' programme of national and local government works and services, and to put this programme in hand at such a rate and in such districts as any temporary congestion of the labour market may require. The government is also asked to restore the subvention for Unemployment guaranteed by the insurance act. A resolution on the Restoration of Trade Union Conditions reminds the Government and the nation that they are pledged to the restoration after the war of all the rules, customs and conditions that prevailed in the workshops before the war. In a resolution on the Complete Emancipation of Women the conference maintains the importance ''of securing to women, as to men, the fullest possible opportunities for individual development.'' With regard to women in industry the conference affirms, among other things, that trade unions should be urged to accept women members in all trades in which they are employed; and that the principle of equal pay for similar duties should be everywhere adopted.

Education is dealt with in a resolution which states that ''the most important of all the measures of social reconstruction must be a genuine nationalization of education, which shall get rid of all class distinctions and privileges, and bring effectively within the reach, not only of every boy and girl, but also of every adult citizen, all the training, physical, mental and moral, literary, technical, and artistic, of which he is capable.'' The Labour Party, whilst appreciating that advances in this direction are being made, cannot be satisfied with a system ''which condemns the bulk of the children to merely elementary schooling... in classes too large for efficient instruction, under teachers of whom at least one-third are insufficiently trained; which denies to the great majority of the teachers... any opportunity for all-round culture, as well as for training in their art, an adequate wage, reasonable prospects of advancement and suitable superannuation allowances.'' The conference recommended that the whole educational system, from the kindergarten to the university, be reorganized on the basis of social equality; and the recognition of the teaching profession, without distinction of grade, as one of the most valuable to the community.

Among the Political Reforms recommended by the conference were: complete adult suffrage; absolutely equal rights for both sexes; adoption of the best practicable arrangements for insuring that every minority in the country shall have its proportionate and no more than its proportionate representation in parliament. Other resolutions had reference to housing, abolition of the poor law, development of the municipal health

service, local government, Ireland, temperance reform, constitutional devolution, life assurance, national finance, agriculture and rural life, control of capitalist industry, electricity supply, railways and canals, and coal and iron mines.

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Labour Jottings

A list of Canadian railways to which it is understood the McAdoo award and its amendments will be applied is given elsewhere in this issue.

Details of the fatal industrial accidents reported to the Department during the third quarter of 1918 will appear in the November issue of the GAZETTE.

The Government will shortly issue an official weekly journal entitled, "The Canadian Official Record." This publication, following the lines of the daily bulletin of the United States Government, will be issued by the Director of Public Information, and will contain information as to the actions and decisions of the Government and the activities and programmes of government departments, more particularly in connection with war efforts.

During the first six months of 1918, the output of coal for the province of Alberta was 2,875,077 tons, and for the province of British Columbia, 1,375,269 tons, an increase of 55 per cent and 22 per cent respectively over the output for the corresponding period of 1917.

The Catholic Board of School Commissioners are to increase the salaries of its female teaching staff. The maximum for teachers holding an academic diploma is $800 instead of $700; for a model diploma, $700 instead of $600; and for all elementary diplomas, $600 instead of $500. The increases will affect some 270 lay women teachers besides those who are members of religious communities.

The Dominion Steel Products Company at Brantford have taken out building permits and started the construction of 40 houses for their employees, each house to cost on an average $3,500.

The Toronto members of the Canadian Manufacturers Association have formed a committee to deal with labour questions and problems that will arise during the reconstruction period that will follow the war.

A Welfare Board has been formed among the officials and employees of the Algoma Steel Corporation, Limited, at Sault Ste. Marie. The general duties of the Board shall be advisory in matters relating to welfare and recreation, and to the maintenance of good relations between the Corporation and its employees. The Board has no executive powers.

Records of the Vocational Branch of of the Invalided Soldiers' Commission show that up to the end of June 4,612 returned soldiers had been approved for courses of re-education. Of this number, 302 have refused the benefit, and 442 have begun their courses and discontinued them.

The American Association of Public Employment Offices will hold its annual convention at Cleveland, Ohio, during September 19, 20 and 21.

A Federal Child Labour Bill is again being introduced into Congress with standards identical to those of the old law recently declared invalid, but providing that they shall be in force only until six months after the war. It is stated that immediate temporary action is necessary to prevent the increasing use of child labour.

INDUSTRIAL CONDITIONS DURING AUGUST, 1918

I.—GENERAL REVIEW

The Labour Market

In the metals and machinery group employment generally was good throughout the country and there was a demand for machinists, metal workers and moulders, and a strong demand for toolmakers. There were some labour disturbances at the Sydney steel plant. A number of women were engaged in the agricultural implement factories on work formerly done by men. In the automobile industry there was a demand for skilled mechanics, notwithstanding the scarcity and high cost of material. Women munition workers were being sought. Employment was very good in shipbuilding, especially in the building of wooden ships. A further extension of employment in wooden shipbuilding is anticipated on the West coast. In the food group the sugar refineries at St. John and Chatham reduced their operations owing to the scarcity of raw sugar. The recent sugar restrictions of the Food Board affected employment in the confectionery establishments and to some extent in the fruit canning factories, although employment in the fruit and vegetable canneries was good. The workers in flour mills were well employed in Ontario; but in other parts of the country the mills were very quiet and in some cases closed down temporarily. There was a slight improvement in employment in breweries and tobacco factories. In the textile group employment was good. Notwithstanding the shortage of raw material there was a steady demand for help, mostly female, in the woollen mills. Additional hands were being sought in the cotton mills. In Hamilton a 10 per cent wage increase, affecting about 1,000 cotton mill workers, was paid. There was some demand for spinners in the knitting mills and carpet factories, and in one factory women were being trained as weavers to take the place of men. Awning and sailmakers were well employed. The clothing manufacturers were active throughout the country, and at Halifax, Toronto and Hamilton there was some demand for whitewear workers. The steam laundries in most cases were in need of expert help. In the pulp and paper mills employment was good and more hands were needed, though a reduction in employment may result from the shortage of pulpwood. There was some demand for printers in the East, and in the West employment was well maintained. The paper box factories were all busy. In the woodworking industry, the sash, door and planing mills in the Maritime Provinces continued to work to capacity, and employment in planing mills generally was good. The furniture and piano factories were all active and those at Toronto were short of skilled labour. In the tanneries, employment was good and some additional hands were needed. The boot and shoe factories were well employed, in some cases on Government orders. The tire and rubber companies were all busy and in need of help. In the clay, glass and stone group, there was a continued demand for stone and granite cutters in Halifax, the brickyards at Quebec were active, and at Toronto the glass factories were well employed; otherwise in this group general quietness prevailed. At Regina and Vancouver the oil works and refineries were busy. Employment in the paint, varnish and soap factories remained normal. There was some demand for help in chemical works. In transportation, the steam railways were

all active, and the repair shops were very well employed. There was some curtailment in the electric railway service in the Maritime Provinces owing to shortage of help. Toronto reported a considerable improvement over the previous month in lake transportation, and Halifax and Sydney reported an increase in 'longshore work. In mining and quarrying, the silver and gold mines of the Cobalt and Porcupine districts were all suffering from a shortage of labour, more particularly of skilled labour, and other branches of metal mining suffered from the same cause. The shortage of labour in the coal mines was very pronounced throughout the country. The labour disturbances at the Sydney steel plant extended to the Sydney coal field. Lethbridge reported that more mines would likely be opened up in the near future. In the lumbering industry there was some increase in activity over the previous month, and a scarcity of labour at some points was reported. Employment was good in the sawmills. It is feared that during the coming fall and winter the lumber camps will be severely handicapped by the shortage of lumbermen. Farm hands, both male and female, were in demand at the different provincial employment offices of Ontario, and there was also a large demand for farm help at points in the prairie provinces. The increased activity in building during July was barely maintained during August, the falling off being mainly in Ontario. Employment in the building trades, as indicated by the value of building permits issued in 35 cities, decreased 14.4 per cent as compared with July, and increased 55.2 per cent as compared with August, 1917. Reports from 15 cities, showing the number of civic employees temporarily engaged and the wages paid these employees during the first payroll period of two weeks in August, indicated a very slight decrease in the number of workers and an increase of about 6 per cent in the wages paid.

Strikes

The loss of time on account of industrial disputes during August was not as great as during July, but greater than in August, 1917. There were in existence at some time or other during the month 33 strikes, affecting 8,638 workpeople and involving a time loss of 94,040 working days as compared with, 39 strikes, 15,848 workpeople and 123,511 working days in July; and 18 strikes, 2,695 workpeople and 26,177 working days in August, 1917. On August 1, there were on record 15 strikes affecting 3,956 workpeople. Eighteen strikes were reported as having commenced during August as compared with 28 in July; 15 of the strikes commencing during August and seven of those commencing prior to August were reported unterminated, leaving 11 unterminated strikes, affecting approximately 1,333 workpeople on record at the end of August.

Prices

In prices of farm products there were the usual seasonal changes during the month. In the case of grain, hay and eggs, the movement was upward; in that of cattle and beef, sheep and mutton, fresh fruit and vegetables, the movement was downward. Metal products and house furnishings were also higher, while some metals and chemicals were lower. The retail prices of potatoes were higher in many of the cities, though they were lower in the province of Quebec. Meats averaged lower in the Western provinces, but higher in the East. Coal, wood and coal oil averaged slightly higher. The index number of wholesale prices was almost unchanged, standing at 284.3 for August as compared with, 284.0 for July; 245.0 for August, 1917; and 136.3 for August, 1914. In retail prices, the average cost in 60 cities of a list of staple foods for a family of five was $13.41 at the middle of August as compared with, $13.00 in July; $11.68 in August, 1917, and $7.68 in August, 1914.

II.—THE INDUSTRIES AND TRADES

Metals, machinery, conveyances

Sydney reported the production of the Dominion Steel Company for August in tons as follows: pig iron, 35,000; ingots, 24,000; blooms, billets and slabs, 24,000; merchant bars, 2,300; rails, 13,000; wire and wire products, 134; blast furnaces, 3. At the Sydney Mines plant the production of iron was 7,900 tons and steel 10,900 tons, as compared with 6,900 tons of iron and 11,000 tons of steel last month. Construction on the new plate mill at Sydney was reported as progressing. There was some increased activity in boat and shipbuilding and repairing. Halifax reported the rolling mills, boiler shops and stove factories were very busy, with much overtime worked. Electricians were very well employed and the metal roofing and copper work companies were advertising for help. The shipbuilding yards were very busy. At Westville, steel workers and machinists were working overtime. The Portland Rolling Mill at St. John continued to be actively engaged and the wooden shipyards continued to be well employed. Some shortage of galvanized iron, tin and sheet metal workers was reported. Newcastle reported that the shipbuilding plants, carriage shops and auto repair shops continued to be busy, with a scarcity of skilled labour. At Fredericton the machine shops and foundries were looking for more help. Montreal reported considerable activity in all branches of the metals and machinery group, and in the production of engines and boilers and in shipyards generally. The Armstrong-Whitworth Company employed about 800 hands in their new locomotive wheel plant at Longueuil. At Quebec, employment was good in structural steel work and in automobile and motor engine shops, and the shipbuilding and repairing yards were very busy. St. Hyacinthe reported the metals and machinery group were well employed, particularly the agricultural implement factories. At Three Rivers the Canada Iron Foundries, Limited, continued to employ nearly 500 men on castings, and the other companies were also busy. The shipbuilding plants employed several hundred men. At Sorel the shipyards, both Government and private, continued to give employment to about 1,200 hands, the wages ranging from $2 to $5 per day. Toronto reported the metal and machinery industries generally were busy, but that some difficulty was experienced in obtaining raw material, particularly in the steel plants. Great activity prevailed in the shipyards. The Massey-Harris Company employed a number of women to do work formerly done by men. Hamilton reported the metal and machinery industries and shipyards as all well employed. Niagara Falls and St. Catharines reported the metal industires active, and Brockville reported them fairly well employed. At Kingston the locomotive and shipbuilding companies were active. Peterborough reported a demand for moulders and coremakers in the foundries; electric workers were well employed; machinists and toolmakers were in demand. The machine shops at Galt were advertising for help. The agricultural implement makers at Brantford and Kitchener were very busy and short of help. The motor engine works were also well employed. Guelph reported that moulders were being advertised for, and that several foundries were short of pig iron. Stratford reported the machine shops and foundries very busy and in need of skilled help. At Woodstock there was a constant demand for moulders and polishers in the stove and furnace factories. At London the rolling mills and agricultural implement firms were exceptionally busy. At Chatham the Gray Dort Automobile Company, the International Harvesters Company and the

Gray Campbell Carriage Company all worked with very considerably reduced staffs. At Windsor the Ford Automobile Company resumed work during the month with about half the staff formerly employed, and as a result the Kelsey Wheel Company and the Fisher Body Company were busier than during the preceding month; other automobile companies ran on a reduced scale owing to scarcity of material and high cost of parts. The machine shops were all very busy, but the metal roofing and other metal work firms were very dull. Orillia reported a depression in the agricultural implements and carriage plants, but that the stove factories were very busy and short of moulders. Sault Ste. Marie reported that the steel mills were working day and night and very short of labour. The car workers at Fort William were very actively employed; the shipyard was also very busy, and it has been announced that the yard will be worked to full capacity during the whole of next winter. Winnipeg reported considerable disturbance in the metal groups on account of industrial disputes, but towards the end of the month normal conditions prevailed. The Cater Pump and Windmill Company at Brandon have completed their new factory and trebled their capacity. Medicine Hat reported that employment in the rolling mills was good but that the other metal working industries were rather dull. Calgary reported that the iron works and locomotive shops were fully employed. At Vancouver the structural iron workers were quiet, but employment was good in the stationary and portable engine goods. There was a demand for skilled mechanics in the automobile repair shops, and for skilled labour in the shipbuilding and repairing yards. At New Westminster the machine shops are fully employed, with the supply of labour about equal to the demand, and the shipyards were working to full capacity until the latter end of the month, when the number of hands was temporarily reduced. The engine and boiler foundries at Victoria gave steady employment to a large number of men. Employment in the iron foundries was very good and several hundred men were engaged in the shipyards. The outlook for the wooden shipbuilding industry is reported to be very good; it is expected that the several hundred hands already employed will be doubled in the near future.

Foods, liquors and tobacco

Sydney reported the abattoirs and soft drink establishments active. At Halifax the bakeries and confectionery establishments gave employment to all the help available and the soft drink factories worked to capacity, notwithstanding the sugar restrictions. Charlottetown reported that abattoirs and packing houses were dull but that dairies and condensed milk factories were actively employed. St. John reported the flour and feed mills working steadily, but that the sugar refinery ran with a day shift only on account of the scarcity of the raw material. The rest of the food group was well employed and the breweries also reported an improvement in business. Moncton reported the flour mills quiet, but that the cheese factories and creameries had a large output. The flour mill at Newcastle did practically no grinding during the month. Montreal reported a reduction in activity in the food group due partly to the sugar restrictions. At Quebec the abattoirs and confectioneries reported a quiet month, but the creameries and aerated water establishments were busy. The tobacco factories were quiet and the breweries dull. Sherbrooke reported the food groups and breweries active, and the tobacco factories fairly well employed. St. Hyacinthe reported the flour, feed and cereal mills very active, while in the biscuit factory overtime was worked. The cheese and butter factories and soft drink establishments were all busy, and there was some demand for labour in the tobacco factories. At Three Rivers, employment was dull in cigar and tobacco factories, but soft drink

manufacturers were very busy. At Toronto the flour and cereal industries were fairly active and the abattoirs and meat packing houses were busy, with large orders ahead. Bakers and confectioners were steadily employed, though conditions were unsettled owing to food restrictions. Fruit and vegetable canners, soft drink manufacturers and brewers were all busy and cigarmakers had plenty of work. There was a demand for help in the biscuit factories. Hamilton reported the food groups active and the breweries and distilleries fairly well employed. St. Catharines reported the canneries very busy. At Kingston the flour and feed mills, creameries and dairies and breweries were all well employed. At Belleville the flour and feed mills were working overtime, and the bakers and confectioners reported exceptional activity. The fruit and vegetable canneries, creameries, and dairy and soft drink establishments were all well employed. At Peterborough the flour, feed and cereal mills all worked overtime, the condensed milk factory was very busy, and the cheese factory well employed. At Galt there was a demand for help at the creameries and dairies, but fruit canning was affected by the scarcity of sugar. A fire at the plant of the Waddell Preserving Company at Brantford delayed operations considerably, but the flour mills were well employed as usual. At Kitchener the wholesale sausage and meat packing houses were very well employed, and help was in demand at the bakeries and biscuit factories. The cigar factories ran full time and the breweries worked overtime. Guelph reported that the flour and feed mills continued to work to capacity, but that the breweries were quiet. London reported the flour mills and cereal factories working to capacity and the biscuit factories very busy. St. Thomas reported the Empire Flour Company working to capacity. At Chatham the flour mills were busy during the first part of the month, but later closed down for repairs; the abattoirs and packing houses remained closed and the sugar refinery gave employment to a few men only. The canning factories at Windsor were in need of female help. Creameries and dairies and soft drink manufacturers were busy, though the latter had difficulty in securing sugar. Cigar factories were quiet and breweries and distilleries were very dull. At Winnipeg the confectioneries were fairly active, but the vegetable canners reported business dull. At Brandon the flour mills were busy, and at Regina the abattoirs reported business good. At Prince Albert the flour mills and abattoirs were quiet, though soft drink manufacturers were busy. At Saskatoon the flour mills were unable to secure wheat, and the canning and soft drink manufacturers were handicapped by the sugar shortage. At Medicine Hat the flour mills closed down temporarily, and breweries reported business only fair. At Lethbridge the flour mills were fairly well employed, but the macaroni factory was busy. At Calgary the flour mills closed down awaiting the new crop; the abattoir and packing houses were fully employed; cigar factories and breweries and distilleries were dull. The breweries at Fernie reported business very brisk. At Vancouver the flour, feed and cereal mills were steadily employed, and the sugar refinery ran normally, although shipments of raw sugar were becoming irregular. The abattoirs and meat packing houses were busy. There was a constant demand for help in the fruit and vegetable canneries. Confectioners were affected by the sugar regulations, but the soft drink factories were well employed. Cigarmakers were busy. New Westminster reported the abattoir running full time and the fruit canning and vegetable evaporating plants working double shifts. The cigar factories re-employed some of the hands laid off last month. The brewery was very busy, while the distillery was arranging to start the manufacture of alcohol for Government uses. At Victoria the fruit and vegetable canneries were operating to capacity, and the breweries

were well employed making light beers, chiefly for export trade.

Textiles, cordage and carpets

The rope works at Halifax took on additional help during the month. The woollen mills at Truro worked full time and were short of help. St. John reported the cotton mills working steadily. At Moncton the woollen mill ran steadily and the linen factory was well employed, but the underwear company was quieter. Montreal reported a general shortage of raw material, though the cotton mills worked to capacity and had to refuse orders. The woollen mills also worked steadily, though many looms are idle for want of tenders. The cotton mills at Quebec worked overtime and the sail and tent makers were well employed. Sherbrooke and St. Hyacinthe both reported the textile group active in all its branches. The Wabasso Cotton Company at Three Rivers continued to employ more than 1,200 hands. Toronto reported that the knitting mills were busy on Government contracts and a scarcity of spinners was reported by both knitting mills and carpet factories. Many concerns were busy on cotton underwear for the American army. Women were being trained as weavers to take the place of men. Tent and sail makers had plenty of employment. Hamilton reported activity throughout the textile group, with a demand for textile workers. A ten per cent wage increase was given to the employees of both the Canadian Cotton and the Hamilton Cotton Company, affecting about 1,000 workers. Kingston reported the textile mills active. Peterborough and Galt reported the woollen mills working night and day, with a scarcity of female help. At Brantford the textile industries and the cordage company were all busy. The Dominion Twine Factory at Kitchener was short-handed. At Guelph there was a demand for female workers in the linen and carpet mills. Stratford reported that the woollen, hosiery and knitting factories were taking on extra help. At London the hosiery companies worked to capacity and employed extra help, except that at the Penman Company a severe fire caused a reduction in operations. At Chatham the textile company was looking for more help. At Winnipeg the bag companies worked with their regular staffs, though the knitting factory was almost idle and the tent and awning firms reported a decrease in business. The tent, awning and sail makers at Vancouver reported difficulty in getting skilled operators for the heavy machines.

Clothing and laundering

The clothing manufacturers and laundries at Halifax had plenty of employment for the help available. At Westville the steam laundry made some additions to its plant to take care of increased business. At Truro the cap factory worked full time. The ready-made clothing establishments at St. John report an improvement in business over last month, while the steam laundries needed expert help. Moncton and Fredericton reported conditions normal. The fur manufacturers at Montreal reported an increase in business as compared with last year. Quebec reported that the clothing trades, the glove and fur manufacturers were quiet, but that steam laundries were busy. At St. Hyacinthe and Three Rivers the clothing trades and glove manufacturers were actively employed. At St. Jean-Iberville the Cluett-Peabody Company ran with a reduced staff. At Sorel the Poplar Shirt Company gave employment to over 100 hands. Toronto reported that the ready-made clothing firms were all busy and that there was a demand for operators in the whitewear and blouse factories. Hamilton reported a slight demand for labour in the clothing group. The shirt factory at Belleville gave employment to a large number of hands. At Peterborough, Brantford and Galt the clothing firms were active. At Kitchener the shirt, collar and button factories were in need of boys and girls. Winnipeg reported that some of the ready-made clothing factories had increased their staffs, though in the white-

wear, shirt and cap factories they remained as usual. The glove manufacturers found difficulty in getting experienced help, the furriers took on additional hands, and the laundries were in constant need of help. Vancouver reported that the clothing group generally was well employed, and that the laundries, dyeing and cleaning establishments were all busy. New Westminster reported the steam laundry working to capacity. At Victoria the shirt and overall factories continued to be busy.

Pulp, paper and fibre

St. John reported that the pulp mill continued to run steadily. Newcastle reported that the pulp and paper mills continued to be busy. Sherbrooke reported the pulp and paper mills actively engaged. At Three Rivers the Wayagamack Pulp and Paper Company employed nearly 800 men and the St. Maurice Company employed over 500 hands. Hamilton reported the felt and tar paper companies active. St. Catharines reported the beaverboard, paper and other pulp product companies well employed. The paper mills at Sault Ste. Marie were handicapped by shortage of labour. Port Arthur reported that the pulp mill was working to full capacity. Vancouver reported that the pulp and paper mills up the coast were very busy and short of labour, and Victoria reported all the mills working to full capacity.

Printing, publishing and paper goods

Halifax reported a continued shortage of compositors and platen pressmen in newspaper and job plants. St. John reported activity in the printing and binding establishments, with a shortage of job printers. At Newcastle and Fredericton the printers were well employed, and at Montreal employment was maintained. At Quebec and St. Hyacinthe the printing trades and paper box factories reported a busy month. Toronto reported that printers, bookbinders, engravers and lithographers were busy and that there was a shortage of labour in the paper goods manufacturies. Hamilton and Kingston also reported activity in this group. The paper box factory at Galt had a busy month, but the printing business was quiet. The Hampel Paper Box Company at Brantford reported activity. At Kitchener a new job printing office opened during the month, and the paper box factory reported a continuance of last month's activity. The paper box factories at Guelph also were busy. Woodstock reported a demand for experienced printers. At London the paper box companies were very busy. Some slackness in this group was reported at Chatham and Windsor. Winnipeg reported that the newspaper and job printers, bookbinders and paper box makers were well employed. At Calgary the newspaper and job printers were active. Printers generally were fairly busy in Vancouver and New Westminster, and at Victoria the paper box makers were well employed.

Woodworking and furniture

At Halifax and Sydney the sash, door and planing mills continued to work to capacity, but at Westville the woodworking plants reported business quiet. At Amherst the sash, door and planing mills were exceptionally busy, but at Charlottetown they were affected by a scarcity of lumber. At St. John the planing mills were very busy and the broom factories were advertising for boys and girls, and at Newcastle the planing mills and wooden box factory were very active. At Fredericton the sash, door and planing mills worked to capacity. Sherbrooke reported the planing mills and chair factories active. At St. Hyacinthe the planing mills were very active, and the organ and wooden box factories were well employed. At Three Rivers the planing mills and the wooden box and chair factories gave steady employment. At Toronto the box and basket factories were fully employed, and the furniture and piano manufacturers also had a busy month, though short of skilled labour. Hamilton re-

ported the sash, door and planing mills as fairly well employed and the rest of the woodwork and furniture group as active. At St. Catharines the planing mills were busy, but at Brockville they were rather quiet. Kingston reported the planing mills and broom factories active and the piano factories busy. At Peterborough, Brantford and Galt the planing mills and box factories worked to capacity. Kitchener reported a demand for skilled furniture hands, and at the cooperage plant also help was wanted. The piano and organ company worked full time and the toy factory was very busy. Piano workers at Guelph were well employed. The planing mills at London reported business fair, but the piano company was very busy. Chatham reported a scarcity of skilled workers in the sash, door and planing mills; also good employment in the wooden box factories. Windsor reported some improvement over the dullness of last month in the planing mills. The broom factories were very quiet, but the piano factory continued to employ the regular number of hands. At Sault Ste. Marie the sash and door factories were well employed. The sash, door and planing mills at Winnipeg reported business normal and the wooden box factories reported continued activity. At Brandon and Regina the planing mills worked full time, but at Prince Albert and Medicine Hat they were quiet. At Lethbridge the planing mills were kept busy in connection with the new grain tanks. Vancouver reported the sash, door and planing mills working to capacity. At New Westminster the wooden box factories were working on double shifts. At Victoria activity in the sash, door and planing mills continued to increase.

Leather, boots, shoes and rubber

St. John reported the tannery active and in need of help, and the boot and shoe factory well employed. Fredericton reported that the shoe and larrigan factories were running full time. At Montreal the tanneries and shoe factories reported a rather quiet month. At Quebec the boot and shoe factories and tanneries were active, but the trunk and bag factories were quiet. Sherbrooke reported the boot and shoe factories fairly well employed. St. Hyacinthe reported an active month in the leather industry, with a scarcity of help. The boot and shoe factories at Three Rivers employed over 200 hands. Sorel reported normal conditions in the tannery and shoe factory. At Toronto the boot and shoe makers were quiet, but the harness, trunk and leather bag trades were good and the rubber plants were operating to capacity. Hamilton reported activity in this group. Kingston reported the tanneries very active. At Galt the boot and shoe factories were very busy and short of help. Kitchener reported that the tanneries could not get enough help; that the boot and shoe factory was working full time, and that there was some demand for trunk makers. The Dominion Tire factory worked day and night shifts with about 600 hands and were in need of more help, and the Kaufman Rubber factory was also very busy and in need of hands. London reported the tanneries exceptionally busy and the shoe factories well employed. St. Thomas reported some shortage of shoe workers. At Windsor the trunk, bag and harness makers were very quiet. At Brandon and Calgary the leather workers were well employed. At Vancouver the boot and shoe factories were working to capacity. New Westminster reported normal conditions at the tannery. Victoria reported dullness in the harness trade.

Clay, glass and stone

Halifax reported a continued demand for stone and granite cutters, but at St. John the stone and granite workers were dull, as were also brick, tile and sewer pipe makers. Steps were being taken to rebuild the Humphreys Glass Works at Moncton, which was destroyed by fire in July. Quebec reported dullness in this group, except that the brickyards were active. Sherbrooke reported dull-

ness generally, but St. Hyacinthe reported that the stone and granite cutters had a fairly good month, that the brickmakers were busy, and that the lime burners were active. Toronto reported that the glass factories were well employed. Hamilton reported the clay, glass and stone group generally as active. Brockville and Kingston reported it quiet. The pottery at Belleville was steadily employed in the manufacture of smallware and tiles. At Kitchener the Braum Marble Works reported a fair month. Stratford and Chatham reported that the brick, tile and sewer pipe workers were well employed. At Windsor the sewer pipe makers had a fairly good month. At Regina the cut stone and granite workers were fairly well employed. The brick yards at Prince Albert reported a slight improvement over the dullness of last month. At Medicine Hat the brick and tile plants were not so well employed as in the previous month, but the Medalta Stoneware Company was well employed. At Vancouver and Victoria a general dullness prevailed.

Paints, oils, chemicals, explosives

Halifax reported that the paint company was well employed. Newcastle reported that the extract factories were fairly busy. At Montreal the paint factories were steadily employed. At Quebec the soap factories were reported busy and the cartridge factories very busy. Sherbrooke reported general activity in this group. At Three Rivers the two paint factories were well employed. Toronto reported that the paint, varnish and chemical works were all active. Niagara Falls reported that the several big electro-chemical plants were busy and that rapid progress was being made in the erection of a new abrasives factory. Galt reported that the soap factory was busy. Brantford reported that the Scarfe Varnish Company had a very busy month, but that the starch factory had discontinued operations. At Windsor the paint and varnish companies reported that business was only fair, also that the soap and perfumes companies were running short-handed during the holiday season. The soap works at Winnipeg reported that there had been no change in employment during the month. Regina reported that the oil works ran full time with a complete staff and that the soap works were fairly busy. Vancouver reported that the petroleum refinery and oil works generally were busy despite uncertainty in delivery of the raw product. The paint factories were reported busy. At Victoria the powder and explosives factories were busy and in some cases operating two shifts.

Railways, shipping and 'longshore work

The earnings of the Canadian Pacific Railway during July were $12,374,164, as compared with $13,377,860 for the same month in 1917. Sydney reported some increased activity in navigation and 'longshore work. At Halifax the street and electric railways added a few motormen and conductors to their staff, but had not sufficient men to run the usual number of cars. Women conductors were reported to be giving entire satisfaction. 'Longshoremen were well employed. Truro reported that railway trainmen were all working long shifts owing to the shortage of men. Charlottetown reported the steam railways very busy and that the railway repair shops were well employed. 'Longshore work was dull. Liveries reported a dull month, but the garages were very busy. At St. John 'longshore work and navigation were very dull, but the garages were very busy. The street railway service was somewhat disorganized by the shortage of help. At Moncton the electric car service to the suburban villages had been discontinued until after the war. On the steam railways operating crews were very active and were doing much special work. Newcastle reported that railway transport workers were very busy, but that navigation was dull. Fredericton reported that the

railways were doing a capacity business. At Quebec the repair shops reported a very busy month; 'longshoremen and freight handlers were also very busy, but ship labourers were very dull. Garages were very busy. St. Hyacinthe reported that all classes of railway employees were working full time. Three Rivers reported that navigation was dull. Toronto reported that railway employees generally were busy, especially during the latter part of the month; street railwaymen had steady work; lake transportation was more active than in July. Hamilton reported that the inland navigation lines were active and that employment was good in steam and electric railways. Brockville reported a slight improvement in 'longshore work. Kingston reported the railway repair shops active and employment good in navigation and 'longshore work. The Grand Trunk Railway repair shops at Belleville and London were busy. At St. Thomas the railway traffic and shop employees of the Michigan Central Railway were busy, while other railwaymen were fairly well employed. At Windsor the liveries and garages reported a busy month. Sault Ste. Marie reported that 1,546,088 tons of freight were locked through the Canadian canal during the month, as compared with 2,876,582 tons in the corresponding month in 1917. Winnipeg reported considerable activity in the handling of grain, while the railroad repair shops continued to be well employed; in street railway transportation there was a constant demand for men; the liveries and garages reported business normal. Regina reported the steam and electric railways only fairly busy, but the railway repair shops were well employed. Moose Jaw reported that transportation was quiet. The railways at Prince Albert were busy on lumber shipments. The railway repair shops at Calgary were well employed. Fernie reported freight traffic fairly active due to increased lumber shipments. Vancouver reported 'longshore workers well employed. The railway repair shops at New Westminster took on full staffs during the month. The heavy freight business of the past two months continued.

Mining and quarrying

Quebec reported considerable activity in the stone quarries and sand pits. Sherbrooke reported activity generally in the mining group except in granite quarrying which was quiet. It was reported at Cobalt that in order to attract additional labour to the silver mines a daily bonus of 25 cents might possibly be paid. During August the Cobalt mines shipped a total of 36 cars containing 2,554,180 pounds of ore, as compared with 44 cars containing 3,166,328 pounds in July. Bullion shipments for August amounted to 801,356 fine ounces of silver as compared with 1,020,650 fine ounces in July. The Porcupine district continued to suffer from a marked shortage of skilled labour; the Hollinger and McIntyre mines were the only important producers operating. The Dome Lake and the Davidson mines had small mills running at limited capacity. The Kirkland Lake mines were fairly active, but the supply of labour was much below normal. At Boston Creek a 40-ton mill was operating at the Patricia mines. Fernie reported that the shortage of labour very seriously interfered with the workings of the mines of the district. At the Rossland mines about 200 men were employed in development work only. The smelter and refineries at Trail operated on a reduced scale.

Sydney reported the output of the Dominion Coal Company as 292,000 tons as against 280,000 tons in July. The output at the Sydney mines was 42,000 tons as against 46,450 tons in July. The coke output of the Dominion Steel Company was 35,000 tons with 520 ovens operating, as compared with 42,000 tons and 535 ovens in July. The coke output at the Sydney mines was 9,500 tons with 180 ovens in operation, as compared with 10,000 tons and 182 ovens in July. Westville reported that all the coal mines of the district worked full

time, though the shortage of labour curtailed the output. Fredericton reported that the Minto mines worked steadily, but that there was a shortage of labour. Lethbridge reported great activity in coal mining and that more mines were likely to be opened up in the near future. Calgary reported that all the miners of the district were well employed. Fernie reported that the limited supply of available labour seriously affected the production of coal and the manufacture of coke.

Building and construction

Halifax reported great activity in building construction and repair work; also that it was impossible to secure sufficient labour owing to the shortage of housing accommodation for the workers. Moncton reported building operations were quiet, but that carpenters and building labourers were in fair demand. Fredericton reported that all the available labour in the building trades was being absorbed. At Montreal, building and construction was very quiet. Quebec reported that in spite of the small amount of building going on there was difficulty in securing sufficient labour. Sorel reported a good month for carpenters and joiners. Toronto reported that the building trades were actively employed, mainly on additions and extensions to industrial plants. Hamilton reported the building trades all well employed, with a demand for carpenters, plumbers and steel workers. During the month carpenters received an increase of 5 cents an hour and lathers an increase of 2 cents. Niagara reported the building trades busy, mainly on dwelling houses. Kingston reported dullness in the building trades, but Peterborough reported that employment was fairly good. Brantford reported considerable activity in erecting dwelling houses. Kitchener reported building trades well employed and that carpenters and labourers were in demand. At Guelph they were quiet, but at Stratford they were fairly active. Woodstock reported a scarcity of labour. Building was very quiet in London and Windsor, but a little better in Chatham. Port Arthur reported that repair work on buildings was brisk. Winnipeg reported that the building trades continued to be fairly well employed. At Brandon, building labourers generally were in good demand. Regina reported that work on dwelling houses was very limited, but that some additions and repairs to industrial buildings were being made. Prince Albert reported that all the available building labourers were engaged on the new packing house of the P. Burns Company. At Lethbridge and Calgary the building trades were dull; also at Vancouver and New Westminster.

The value of building permits issued in 35 cities decreased from $5,863,834 in July to $5,018,092 in August, or 14.4 per cent. As compared with August, 1917, there was an increase of 55.2 per cent.

Lumbering

Westville reported that the lumbering industry was much more active during August than during July, the demand for export trade being particularly heavy. The lowest grades of rough boards and scantling sold for $32 per M. St. John reported that the sawmills were busy filling English contracts. At Newcastle the sawmills were absorbing all the labour available. Fredericton reported the mills were all in operation and giving employment to a large number of men. Sherbrooke reported that the camps for railway ties, telegraph poles, etc., were quiet, but that the saw and shingle mills were active. Three Rivers reported that the three lumber mills, each employing several hundred men, were working full time. Sorel reported that the lumber mills were busier than for some time past, more especially in the cutting of cordwood. At Peterborough the lumber mills were all working to full capacity, but log driving was impeded by the shortage of men. Prince Albert reported that the lumber mills continued running day and night shifts, but that the Big River mill had to dis-

continue night work owing to scarcity of labour. Fernie reported that the lumber industry showed a decided improvement over last month. The lumber mills in the Nelson and Trail districts curtailed operations slightly. Vancouver reported that all branches of the lumber industry were very busy. New Westminster reported that the saw and shingle mills were running to full capacity with plenty of work ahead. At Victoria the lumber industry continued to be busy in all its branches. The sawmills of the Cameron Lumber Company, which was partially destroyed by fire some months ago, has been rebuilt.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING AUGUST, 1918

DURING the month of August the Department received reports from five Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) The Canadian Northern Express Company and its employees; (2) The New Brunswick Power Company and its conductors, linemen, power-house men, shop and barn men, trackmen, etc.; (3) The Canadian General Electric Company, Limited, Peterborough, Ont., and its machinists, specialists and electrical workers; (4) The Canadian Pacific Railway Company and its commercial telegraphers; and (5) The Ottawa Electric Railway Company and its employees; also a report from the Labour Appeal Board, to which the last mentioned dispute was referred.

Ten applications were received for the establishment of Boards; and one other Board of Conciliation and Investigation established during the preceding month, also the Labour Appeal Board, were completed by the appointment of chairmen.

Applications Received

An application was received from the employees of the Dominion Express Company, members of the Canadian Brotherhood of Railroad Employees on lines from Port Arthur to Halifax and Vancouver, for a Board to deal with a dispute concerning the adoption of a new wage schedule governing all employees, to take the place of the one at present in effect, which expires May 31, 1919, also union recognition. In view of the fact that the Dominion Express Company already had an agreement with an organization which embraced the majority of its employees, in the Minister's view, a Board to set aside this agreement did not fall within the scope of the statute.

An application was received from the employees in the Aviation Department of the Imperial Munitions Board, Toronto, members of the United Brotherhood of Carpenters and Joiners of America, for a Board to deal with a dispute concerning a change in their working conditions. The dispute was arranged by mediation of the Department.

An application was received from the employees of the Hamilton Cotton Company for a Board to deal with a dispute concerning alleged discrimination against union members and a demand for the reinstatement of a discharged employee. A strike occurred on August 2, but the employees returned to work pending investigation by a Board of Conciliation and Investigation. A Board was established as follows: His Honour Judge L. B. C. Livingstone, Welland, chairman, and Messrs. S. F. Washington, K.C., and F. J. Flatman, of Hamilton, nominees of the company and employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two Board members.

An application was received from the employees of certain firms in Toronto, members of the Employers Association of Toronto, for a Board to deal with a

dispute with their employees, being blacksmiths and helpers, engaged in war work, concerning increased wages. These employees had gone on strike August 7, but returned to work pending an investigation by a Board of Conciliation and Investigation. A Board was established as follows: His Honour Judge Colin G. Snider, Hamilton, chairman; Messrs. James G. Merrick and Fred. Bancroft, of Toronto, nominees of the employers and employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two Board members.

An application was received from the Polson Iron Works, of Toronto, for a Board to deal with a dispute concerning a demand for increased wages made by its employees, being marine pipe and steamfitters, members of local union No. 731, United Association of Plumbers and Steamfitters of the United States and Canada, who were engaged in shipbuilding and who had gone on strike on July 6. This dispute was eventually referred to the foregoing Board, the powers of this Board being enlarged accordingly.

An application was received from the employees of the Algoma Steel Corporation and the Algoma Construction Engineering Company, Sault Ste. Marie, Ont., being steel workers engaged in war work, and members of Algoma Lodge No. 5, Amalgamated Association of Iron, Steel and Tin Workers of North America, for a Board to deal with a dispute concerning increased wages and union recognition. A Board was established as follows: His Honour Judge F. R. Powell, Parry Sound, Ont., chairman, and Messrs. Hartley Dewart, K.C., and F. Buscombe, of Toronto, nominees of the company and the employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two Board members.

An application was received from the employees of the Great North Western Telegraph Company, members of the Great North Western System, Division No. 43 of the Commercial Telegraphers' Union of America, for a Board to deal with a dispute concerning wages and rules. The establishment of the Board was stayed on the request of the employees' representative, pending renewed negotiations for settlement.

An application was received from the employees of the Dominion Iron and Steel Company, Limited, Sydney, N.S., being members of Lodge No. 1, Amalgamated Association of Iron, Steel and Tin Workers of North America, for a Board to deal with a dispute concerning wages and Sunday overtime. The men had gone on strike four consecutive Sundays, but remained at work on Sunday, September 1, pending investigation of the dispute by a Board of Conciliation and Investigation. The Board, however, had not been established at the close of the month of August.

An application was received from the employees of the National Manufacturing Company, of Ottawa, engaged in war work, and members of Munitions Workers' Federal Labour Union, No. 56, for a Board to deal with a dispute concerning wages. The application was under consideration at the close of the month.

An application was received from the employees of the Canadian Express Company, members of the Canadian Brotherhood of Railroad Employees, for a Board to deal with a dispute concerning wages and the dismissal of certain employees. A strike occurred on August 2, but the employees returned to work on August 9 pending an investigation of the dispute by a Board of Conciliation and Investigation. The Board, however, had not been established at the close of the month.

Other Proceedings under Act

An application which had been received in July for a Board in connection with differences between the Winnipeg Electric Railway and certain of its employees, being machinists, etc. At the request of both parties the application was held pending resumption of direct negotiations, but these not bringing an agreement procedure was resumed dur-

ing August when a Board was constituted as follows: Mr. Isaac Campbell, Winnipeg, chairman, appointed by the Minister on the joint recommendation of the other two Board members, Messrs. John C. Sullivan and Ernest Robinson, nominees of the company and employees respectively.

Mention is made in the August issue of the LABOUR GAZETTE to the constitution of a Labour Appeal Board. During August Mr. Herbert J. Daly, of Toronto, was appointed chairman of the Board by the Minister of Labour in the absence of a joint recommendation from the other members of the Board.

Report of Board in Dispute between the Canadian Northern Express Company and its Employees

A REPORT was received from the Board established to deal with the dispute concerning wages and conditions between the Canadian Northern Express Company and its employees, members of the Canadian Brotherhood of Railway Employees. The Board was composed as follows: Honourable Mr. Chief Justice Mathers, of Toronto, chairman, appointed on the joint recommendation of the other two Board members, Messrs. C. E. Dafoe and D. Campbell, of Winnipeg, nominees of the company and employees respectively. The report was unanimous and contained certain recommendations as to the settlement of the dispute and was accompanied by a proposed schedule of wages.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and amendments, and a dispute between the Canadian Northern Express Company and certain of its employees, being members of the Canadian Brotherhood of Railway Employees.

To the Honourable Thomas W. Crothers, K.C.,
Minister of Labour,
Ottawa.

The undersigned members of a Conciliation Board constituted to investigate the subject matter of said dispute, by order dated fourteenth May, 1918, report as follows:

The members of the said Board were appointed by your order, dated the tenth day of June, 1918, and held their first meeting for the purpose of the investigation on the twenty-second day of June following.

On the said date we were attended by W. C. Muir, general superintendent of the company, and by C. A. Cunningham, superintendent of the Western Division, on behalf of the employer, and by J. W. Watson, general chairman of the employees' committee; N. L. Preston, vice-chairman of the said committee; H. E. Race, general secretary of the committee, and subsequently by W. N. Doane, and by members of the general committee, on behalf of the employees.

Matters in Dispute.

It then appeared that the dispute involved the consideration and adoption of a schedule of rules and rates of pay of the employees of the company from Quebec, in the Province of Quebec, to Vancouver, in the Province of British Columbia.

At the present time there are four schedules in existence, viz.:

1. One for the messengers on the Western Division;
2. One for the messengers on the Eastern Division;
3. One for the office employees on the Western Division;
4. One for the office employees on the Eastern Division;

and it was the desire of the employees, concurred in by the officers of the company, that these four schedules should be incorporated into one.

Meetings of Board.

Meetings of the Board were held on June 22, 27 and 28, July 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 15, 16, 17, 18, 19, 20, 22, 23, 24, 25, 26, 27, 29 and 30, and August 7, 8, 9, 10.

After prolonged negotiations, we succeeded in effecting an agreement between the parties on all points involved in the dispute with the exception of those points hereinafter specifically referred to. The greatest difference occurred respecting the rates of pay on the Western Division, and the settlement of such rates was left, with few exceptions, in the hands of the Board. With respect to the Eastern Division the parties agreed upon the rates with a few exceptions.

We are pleased to be able to report that upon all the points upon which the parties did not agree we have been able to arrive at a unanimous decision.

Recognition of Brotherhood.

The first point left to us was the question of recognition by the company of the Canadian Brotherhood of Railway Employees. This is a comparatively new organization and it has not hitherto been recognized by any railway except by the Canadian Government railways. It has a large membership amongst the Express company's employees on the Western Division and has also a considerable membership on the Eastern Division. After considering the matter from all angles, we can see no valid reason why the company should not recognize this brotherhood, and we recommend that it be recognized.

Agents and Travelling Agents.

The next point in dispute was the inclusion in the schedule of the company's agents. More than half of the agents on the Western Division are members of the Brotherhood, but it does not appear that any of the agents on the Eastern Division are members. The company strongly objected to including the agents in the schedule. Their contention was that the agents are officers of the company, and, for that reason, it was not desirable that they should be included in a schedule and be subject to the rules and regulations governing other employees. After canvassing the whole situation, and in view of the fact that it does not appear that even a majority of the agents are members of the Brotherhood, we cannot recommend that the agents be included in the schedule. What we have said with respect to agents also applies to travelling agents.

Posting Notices.

The employees asked for the right to post notices of meetings on the company's premises. The premises occupied by the company belongs to the railway company, and as it refuses to consent to such notices being posted, the right cannot be granted.

Half Holiday for Female Employees.

The employees also asked that all female employees be allowed one-half day per week off duty. These employees are occupying the positions formerly held by male employees with the same rate of pay. The privilege asked for is not granted by other companies, and we cannot recommend that it be granted by this company.

Rates of Pay.

The next point to be dealt with was the rates of pay. The points left for our decision are too numerous to be discussed in detail. It will be sufficient to say that we considered each position separately and upon its own merits, and fixed the rate of pay which seems to us to be fair and reasonable under the circumstances.

Coming Into Force of Rules and Rates of Pay.

Both parties agreed that the rules should take effect as of the fifteenth August instant, but there was a difference of opinion as to the date when the rates of pay should take effect. The employees asked that the rates of pay should take effect as of the first March. The company, on the other hand, contended that the time should be the first of the month after this report is made. It appears to us that the normal time for new rates taking effect is upon the first pay-day succeeding the adoption of the new schedule, but that if any delay in the prosecution of the inquiry, for which the employees are not responsible, has taken place, the new rates should be dated back to the date when they would have come into effect had the necessary steps for the constitution of the Board and the prosecution of the inquiry followed after each other in the ordinary and regular course of events. Had the Board been constituted immediately upon the application therefor, and had the inquiry been prosecuted without delay, it could not have been completed before the end of May. We consequently recommend that the rates of pay take effect as of the first day of June.

Duration of Agreement.

We have considered with great care the question of adopting some provision which will, at least during the period of the war, prevent strikes and lockouts and give both employers and employees the assurance that while the nation is engaged in a struggle for its life they may devote their energies to the prosecution of the business of the country in the assurance that their operations will not be interrupted by industrial strife. To us it appears absolutely essential that during this period of peril all the forces of the country should be mobilized and applied towards the successful prosecution of the war, and we believe there is sufficient good sense and patriotism in the ranks of both employees and employers to induce them to adopt some method of settling their disputes without the interruption of industry which is always involved in a strike or a lockout. At an early period in the negotiations we outlined a proposal to this end and it was from time to time discussed by the parties as the investigation proceeded. This proposal involved three considerations, viz.:

1. That during the period of the war there should be no strike and no lockout;
2. That periodically there should be a comparison of the increased cost of living with that existing at the time the scale of wages was adopted, and that an increase sufficient to take care of the increased cost of living, if any, should from time to time be granted;
3. That in the event of any dispute arising as to the interpretation of these rules and rates of pay or their application, a reference should be made to some constituted Board, whose decision should be accepted as final by both parties.

At the suggestion of both the company and Mr. Watson, chairman of the employees' committee, the proposal was put in concrete form and it now appears as the last article of the annexed schedule. After it had been drafted a joint meeting of the members of this Board and of the members of another Board, consisting of the present chairman, Mr. Dafoe, and Mr. F. Urry, then holding an inquiry into a dispute between the Canadian Northern Railway and its clerks and station employees, was held. At this meeting all the members of both Boards were present, together with Mr. Muir, on behalf of the company; Mr. Watson, chairman of the employees' committee; Mr. Dixon and Mr. Howard, chairman and secretary of the clerks' and station employees' committee, and several members of their respective committees. The article appearing in this schedule was read and discussed and it was unanimously adopted by all the members of the two Boards, by Mr. Muir on behalf of the company, by the chairman of both committees, and by all the members of both committees present. The sentiment of all present was that an agreement such as outlined was most desirable. One member of the clerks' committee suggested that it would be wiser not to pledge the Brotherhood to it until it had been submitted to the members of the different organizations and their assent obtained, but neither of the chairmen of the two committees agreed with this view. Both expressed the opinion that it was the patriotic duty of every British subject to do all that was possible to prevent industrial strife, and they could conceive of no reason why the members of the Brotherhood should not concur in a proposal so eminently fair.

We believe that no person who desires to see the Empire successful in the terrible struggle in which we are engaged will hesitate for a moment to agree to the clauses we have drafted. By doing so they will abandon little, if anything, of the rights which they now possess, because in the event of a dispute arising in the future its merits must of necessity be submitted to a Conciliation Board, and the experience of the past has shown that in a large majority of the cases the decision of the Board has been accepted. Under these circumstances, little, if anything, will be lost and much will be gained by agreeing to abide by the decision of such a Board in advance, and thus giving employers the assurance that until victory has been achieved and peace restored, labour and capital will work in harmony for the achievement of that end.

We desire to express our sincere thanks to Mr. Watson and the members of his committee for the manner in which they received this proposal and the readiness with which they agreed to abandon, for the period of the war at least, their right to strike. We believe their patriotic conduct will commend itself to the Brotherhood they represent and to the people of Canada as a whole.

We append hereto a schedule of rules and rates of pay and recommend the acceptance thereof by both parties.

Before closing, we desire to express our appreciation of the courtesy, candour, fairness and good temper with which the representatives of both the company and the employees conducted the negotiations, without which so satisfactory a result could not have been attained.

All of which is respectfully submitted.

(Sgd.) T. G. MATHERS,
Chairman of Board.

(Sgd.) C. E. DAFOE,
Member of Board.

(Sgd.) D. CAMPBELL,
Member of Board.

Dated this tenth day of August, A.D. 1918.

RULES AND RATES OF PAY GOVERNING CERTAIN CLASSES OF EMPLOYEES.

ARTICLE 1.

It is understood that the Canadian Brotherhood of Railway Employees' committee will represent the employees covered by this schedule in matters pertaining to rates, rules, seniority, and general grievances.

ARTICLE 2.

For the purpose of this schedule the word "employee" shall be understood to mean any employee, male or female, filling any position incorporated in these rules, regulations and rates of pay, irrespective of title by which designated.

ARTICLE 3.

Employees governed by this schedule will be required to furnish guarantee bonds in such amount as the Company may deem necessary to fully protect its interest. Premium thereon will be paid by the company.

ARTICLE 4.

Employees will not be discriminated against for being members of a Union or Brotherhood, nor for service on committees representing employees; members of committee shall be relieved when required for committee work and will be furnished necessary transportation. Sufficient notice must be given superintendent so that the service will not suffer, but at no time should it be necessary to give more than 15 days' notice.

ARTICLE 5.

Employees called upon to attend court or investigations at the request of the proper officials of the Ex-Press Company will receive pay at their stated rate of salary, and if away from home will be allowed transportation and reasonable hotel and living expenses when supported by proper vouchers.

ARTICLE 6.

Employees off duty on proper leave of absence, or on account of sickness for a reasonable length of time, will not lose their seniority rights. The Company, however, reserves the right to determine seniority rights after six months' absence, except that employees on war leave will retain their seniority.

ARTICLE 7.

(a) Any qualified employee except messengers called on by the proper authority to do relief work will be paid the minimum rate of pay specified for the position filled by the employee he relieves, provided it is not less than his own, and if away from home will be allowed reasonable living and travelling expenses when supported by proper vouchers.

(b) Any qualified employee doing messenger relief work, if required to take a route other than from his home terminal, will be allowed reasonable travelling expenses incurred while going to or from terminal out of which relief work is to be done.

ARTICLE 8.

(a) Right of promotion will extend over each superintendent's division and will be governed by fitness, the senior employee to be given the preference. Promotion rights, however, will not extend to an employee in the service less than six months.

(b) In the case of employees under local agent or claim agent promotion shall be confined to positions under such agent, except where such employee's seniority entitles him to the following positions, namely: messengers, agents, depot or assistant agents, accountants, cashiers and chief clerks.

(c) When a vacancy occurs, or a new position is created to which employees are entitled to promotion as per clause (b) hereof, it will be bulletined for 15 days in all agents' bulletin books in each superintendent's district, during which time employees may apply for same.

(d) When a vacancy occurs in any specified position under a local agent, or a similar new position is created, it will be bulletined in the agent's division book for five days, during which time employees may apply for same.

(e) When there is a change in train service which materially affects messengers' runs, such runs will be bulletined. All runs, however, will be bulletined when the summer time-card is issued. Bulletins covering messengers' routes will state at which end of route the long lay-over will be.

(f) Bulletins will close at the expiration of the time provided in the foregoing clauses, assignments will be made within five days thereafter, and change will take place within ten days from date of assignment. The name of the employee awarded the position shall be immediately bulletined.

(g) It is understood when an employee is promoted to a higher paid position he will, if fully qualified to fill the position, be paid the specified minimum rate for the position. If not fully qualified for the position he will be placed under probation for 30 days. If he qualifies within that time he will be paid the specified minimum rate from the date appointed to the position. If he does not qualify within that time he will be paid only the same rate of pay that he received in former position, and may be removed from the position and revert to his previous one.

(h) Any employee, except chairman of the general committee, refusing promotion offered him, where such promotion would take him into another class, shall become junior (within that class only) to the employee accepting the position.

(i) All temporary vacancies in positions mentioned in clause (b) shall be filled by the Company for any period up to 30 days, thereafter said vacancy to be awarded to senior qualified employee making application.

(j) It will be understood that when owing to special qualifications or length of service, etc., increases of pay are granted to an employee, which makes his monthly pay higher than the specified minimum for the position occupied by him, it will in no way be construed as establishing the rate of pay for the position.

(k) Employees working on an hourly basis shall, after a period of three months, possess seniority entitling them to a monthly paid position should one become vacant, having due regard to their fitness and ability.

(l) Bulletin books shall be supplied at all offices and terminals of the company.

ARTICLE 9.

In the event of a reduction of staff, senior qualified employees will be retained in preferenc to junior employees.

Employees laid off will, if available, be given preference for employment when staff is increased, provided their services were satisfactory, and will retain their seniority.

ARTICLE 10.

(a) A list showing the seniority of all employees (including those on war leave) governed by this schedule, and the date of their last entry into the service of the Company, will be posted by the Company at all offices and terminals in each division within 60 days after the adoption of this schedule, and will be revised and so posted in the month of January in each succeeding year in which this schedule remains in effect. Corrections will be made on proper representation by any employee, but if an employee does not avail himself of the privilege within three months the list shall be considered as accurate and closed. This time limit will be extended in the case of employees on leave of absence.

(b) The seniority of an employee shall date from the time he last entered the service.

(c) The seniority of a messenger will date from the time he was last appointed as messenger, provided, however, that messengers will retain their seniority standing as employees.

ARTICLE 11.

Employees shall, on application, have returned to them all service cards or letters of recommendation that may have been taken up for inspection.

ARTICLE 12.

When an employee is dismissed, or leaves the service, he will immediately be paid all money due him and also be given, upon request, the usual certificate of service, showing capacity in which employed and whether discharged or left of his own accord. If discharged, cause of dismissal to be stated if requested.

ARTICLE 13.

(a) Motormen or wagonmen in permanent service will be supplied each year with a complete uniform made of material as specified in clause (b), which shall consist of one three-piece suit, with one extra pair of trousers of same material, one winter reefer, one winter and one summer cap; to be supplied as follows:

Three-piece suit and summer cap on or about May first of each year, one extra pair of trousers, winter reefer and cap, on or about October first of the same year.

In the case of motormen or wagonmen entering the service, if the date falls between April first and August thirtieth, they will be supplied with one three-piece suit and summer cap. If the date falls between September first and April first, they will be supplied with one pair of trousers, winter reefer and cap; it to be understood, however, that only one complete uniform will be supplied in any one year.

(b) Uniform will be of indigo blue serge, weight to be not less than 19 ounces per yard. The reefer will be of good Irish frieze cloth, weight to be not less than 44 ounces per yard. If possible, material supplied will contain not less than 60 per cent wool.

(c) The employees will pay one-third cost of uniform, which amount will, if the employee so desires, be deducted from his monthly pay in three equal monthly instalments.

In the event of the employee being dismissed or leaving the service before his proportion is paid, any balance due will be deducted at the time he is paid off and he may retain the uniform.

ARTICLE 14.

(a) No employee will be disciplined or dismissed from the service without just cause.

(b) When an employee has been disciplined or dismissed or feels that he has been unfairly dealt with, he will have the right, within ten days, to appeal to his superior officer, and may be accompanied by one or two of his fellow employees.

(c) If the decision is considered to be unjust by the employee affected, an appeal may be made through the chairman of the local committee, who may be accompanied by one or more of the employees to the higher officer of the company. If a charge has been laid against the employee affected, he may require the evidence in support of such charge to be given in his presence and in presence of the investigating officer of the company at the place of investigation. A complete record of the proceedings at this investigation will be taken in writing. If the employee affected feels the decision reached thereat to be unfair he will be furnished a complete copy of such record, and will have the right to appeal through the general committee to the highest officer of the company.

ARTICLE 15.

(a) Female employees, who have been in the service of the company one or more consecutive years, and male employees, who have been in the service of the company two or more consecutive years, will be allowed two weeks' leave of absence each year with full pay.

(b) If the company find it inconvenient to grant leave of absence during any year to an employee entitled to it under this Article, the employee shall, at his option, receive either extra compensation at his regular salary for the period, or in the next year additional leave of absence for like period.

(c) Applications for holidays filed in January of each year will be given preference in order of seniority of applicant, and applicants will be advised in February of dates allotted to them. January applicants will have preference over later applicants, and applicants after September 30 will not be entitled to salary compensation if the company is unable to relieve them that year. The company will, as far as practicable, relieve all applicants during the summer season when so desired.

Holidays or leave of absence, except as provided for in clause (e) will not be granted in the month of December.

(d) Applications received for transfers in the month of December will not be considered or dealt with during that month.

(e) Employees will be granted leave of absence by local agent or official in charge in special cases such as the following: death, serious illness, or unusual event in employee's family.

(f) All employees governed by this schedule shall be subject to the regulations governing Canadian Northern Railway employees as regards transportation for themselves and dependent members of their families.

(g) Employees will be granted transportation of their household goods in accordance with the general regulations of the Canadian Northern Railway Company.

Note.—It is understood that the company's rules in connection with clause (g) of this Article are that when an employee receives his change through bulletin, provided that he has not moved within one year, his household goods will be transported free, otherwise one-half rate will be given.

ARTICLE 16.

The following holidays will be granted with pay to employees not engaged in messenger service, viz.: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day.

When it is necessary to call upon employees to work on the holidays named they will be paid one-half day extra for that day. Employees will not be expected to work on holidays and will not be paid extra unless they are especially instructed by their foreman or head of department to do so.

Night men to receive the same consideration as day men.

Monthly paid employees, except messengers, called to work on Sunday shall be paid one day extra at time and one-half rates. Daily or hourly paid employees shall also receive time and one-half.

Minimum call to be two hours.

ARTICLE 17.

Monthly rated employees, except messengers, who work less than a full month, will be paid *pro rata* on the basis of a 26 day month.

ARTICLE 18.

(a) Ten consecutive hours, exclusive of meal hours, will constitute a day's work for stablemen, motormen, wagonmen and wagon service foremen.

(b) Except as specified in clause (a) of this Article, nine consecutive hours, exclusive of meal hours, will constitute a day's work for all employees except those working at night, when eight consecutive hours, exclusive of meal hours, will constitute a day's work.

This Article does not apply to messengers.

(c) Employees, working days, shall start and quit work between the hours of 6 a.m. and 7 p.m.

Employees, working nights, shall start and quit work between the hours of 5.30 p.m. and 7 a.m.

Employees will not be required to take more than one and one-half hours per day for meals.

(d) Employees required to work more than the specified hours per day, as prescribed in clauses (a) and (b) of this Article, will be paid overtime for such service at time and one-half, based on schedule rates, any portion of an hour less than 30 minutes not to count; any portion of an hour, 30 minutes or more, to count as one hour.

(e) Generally, employees are expected to have one day's rest in seven.

ARTICLE 19.

(a) When a messenger is required to work more than one car containing express matter he will be supplied with a helper when reasonably necessary.

(b) When a messenger or driver is required to handle heavy shipments, either in quantity or weight, he will be supplied with help when reasonably necessary.

ARTICLE 20.

Where a change of business conditions at an office necessitates an addition to the specified positions, the employee appointed will receive the same rate of pay as paid for a similar position at an office of like size and importance.

ARTICLE 21.

(a) Rates of pay for messengers on Western Division will be as follows:

First class routes.....	$135.00 per month
Second class routes	122.50 per month
Third class routes	110.00 per month

Rates of pay for messengers on Eastern Division will be as follows:

First class routes	$130.00 per month
Second class routes	117.50 per month
Third class routes	107.50 per month

(b) Messengers' routes will be classified as follows:

WESTERN DIVISION

FIRST CLASS—
Winnipeg and Kamsack.
Kamsack and No. Battleford.
No. Battleford and Edmonton.
Edmonton and Blue River.
Blue River and Vancouver.
Winnipeg and Regina.
Regina and Prince Albert.
Winnipeg and Dauphin.
Winnipeg and Port Arthur.
Saskatoon and Kindersley.
Kindersley and Calgary.
Saskatoon and Eston.

SECOND CLASSE—
Dfn. and Prince Albert.
Winnipeg and Hartney.
Winnipeg and Virden.
Calgary and Edmonton.
Brandon, Moose Jaw and Gravelbourg.
Winnipeg, Yorkton and Gypsumville.

THIRD CLASS—
Canora and Swan River.
Edmonton and Athabaska.
North Battleford and Prince Albert.
North Battleford and Turtleford.
Winnipeg and Hodgson.

EASTERN DIVISION

FIRST CLASS—
Port Arthur and Foleyet.
Foleyet and Toronto.
Toronto and Ottawa.
Toronto, Napanee and Ottawa.

SECOND CLASS—
Quebec and Chicoutimi.
Montreal and Ottawa.
Montreal and Quebec.

THIRD CLASS—
Toronto and Parry Sound.
Ottawa and Pembroke.

(c) The above rates are for 5,000 miles or less, all mileage in excess of 5,000 miles will be paid *pro rata*.

(d) Messengers and messengers' helpers making less than four thousand five hundred (4,500) miles per month will include detention to make up four thousand five hundred (4,500) miles.

(e) Messengers required to report for duty more than 15 minutes before the starting time of their train will be paid on the basis of 20 miles an hour for all time in excess of said 15 minutes.

(f) Messengers required to remain on duty after the arrival of their train at objective terminal will be paid on the basis of 20 miles per hour.

(g) Messengers will not be required to remain in cars or unload freight after arrival at objective terminal, except where car is taken over by a connecting messenger.

ARTICLE 22.

When the combined extra mileage on any regular run exceeds 5,000 miles per month an additional messenger will be appointed thereto as per Article 8, clause (c) hereof.

ARTICLE 23.

All messengers will be allowed eight consecutive hours' rest in each 24 consecutive hour period except in cases of extreme emergency.

ARTICLE 24.

Messenger's helpers will be paid on the basis of 80 per cent of the rate of pay specified for the route.

ARTICLE 25.

Messengers delayed at initial terminal, after time set for departure of train, will be allowed detention time *pro rata* in addition to pay for the trip, to the extent of such time as is not made up on the trip. Delays of 15 minutes or less not to count.

ARTICLE 26.

When a regular passenger train averages less than 20 miles an hour and a mixed train less than 12½ miles per hour, overtime will be allowed at the schedule rates on the routes on which such overtime is incurred on the basis of 20 and 12½ miles per hour respectively, for the time so occupied from the time train actually leaves initial terminal until arrival at objective terminal.

ARTICLE 27.

(a) Unless notified to the contrary, messengers will be required to report for duty at initial terminals in accordance with time as set forth in bulletin notices, but not to exceed one hour before departure of train.

(b) In the event of a train being cancelled, delayed or set back, and in consequence of not having been so notified, a messenger reports for duty at the regular time, he may, if not required, be then set back to actual time required for duty, but will be allowed one hour's pay at regular schedule rates for having so reported.

ARTICLE 28.

Except three routes denoted by star in specific classification of Article 24, messengers' routes shall cover same divisions and have same terminals and layover as passenger train crews.

ARTICLE 29.

Messengers will not be required to handle Government mail.

ARTICLE 30.

Messengers covering train between Prince Albert and East Prince Albert will be allowed for actual time necessary for the round trip, minimum one hour, at regular schedule rates.

ARTICLE 31.

(a) Messengers will submit tickets for each trip to cover their own time and that of helpers (when helpers are employed on the route). All time tickets as to terminal detention to be certified by agents or their accredited representatives at initial and objective terminals.

(b) If for any reason some portion of time claimed by messengers and messengers' helpers is not allowed they will be advised in writing with the reason for same. Time not in dispute will be paid for in the current pay-roll.

ARTICLE 32.

(a) For the purposes of this schedule, wagonmen, motormen and porters will be divided into two classes, junior and senior.

(b) A wagonman or motorman engaged in that capacity 18 months or more will be classed as senior and will be paid the senior rate of pay.

(c) A wagonman or motorman engaged in that capacity less than 18 months will be classed as junior and will be paid the junior rate of pay.

Note.—In the case of a porter promoted to such position the 18 months will be reduced by 50 per cent of the time served as porter.

(d) Porters engaged in that capacity six months or more will be classed as senior, and will be paid the senior rate of pay.

(e) Porters engaged in that capacity less than six months will be classed as junior and will be paid the junior rate of pay.

(f) Senior wagonman's or motorman's rate of pay will be $101.00 per month; junior wagonman's or motorman's rate of pay will be $85.00 per month. Senior porter's rate of pay will be $87.50 per month; junior porter's rate of pay will be $82.50 per month.

(g) The above classification of wagonmen, motormen and porters and rates of pay pertaining thereto will apply at the following main points:

Brandon.	Ottawa.	Toronto.
Calgary.	Quebec City.	Vancouver.
Edmonton.	Regina.	West Toronto.
Montreal.	Saskatoon.	Winnipeg.
Moose Jaw.		

Note.—The rate for a senior porter at Winnipeg who has served for one year or more in that capacity will be $92.50.

ARTICLE 33.

(a) The minimum rates of pay for clerks and stenographers shall be as follows:

Stenographers' minimum rate, per month....	$77.50
Clerks, under 18 years of age, per month....	50.00
Clerks, over 18 years of age, per month.....	70.00
For first year, and after one year, per month.	80.00

(b) The minimum rate of pay for stablemen will be $77.50 per month.

(c) The minimum rate of pay for porters at points other than those specified in Article 32, clause (g), will be $77.50 per month.

ARTICLE 34.

The rates of pay specified for the different positions at the various offices, as shown herein, will be the minimum rate, and nothing herein contained will be understood as reducing the present rate being paid to an employee in any position.

Note.—At all points other than those specified in clause (g) of Article 32, a junior porter, motorman or wagonman is one who has been engaged in that capacity one year or less, and a senior porter, motorman or wagonman is one who has been engaged in that capacity over one year.

Note.—In the case of a porter promoted to be a wagonman or motorman, the period of one year will be reduced by fifty per cent of the time served as porter.

Western Division.

	Rate per month
Brandon, Man.:	
General clerk	$100.00
Night foreman	87.50
Calgary, Alta.:	
Cashier	105.00
General clerk (2)	90.00
Shed foreman	110.00
Night foreman	95.00
Waybill clerk	97.50
Dauphin, Man.:	
Wagonman, junior	75.00
Wagonman, senior	82.50
Edmonton, Alta.:	
Chief clerk	125.00
Cashier	110.00
General clerk	90.00
Depot foreman	115.00
Assistant foreman	95.00
Night foreman	105.00
Moose Jaw, Sask.:	
General clerk	95.00
North Battleford, Sask.:	
General clerk	95.00
Wagonman, junior	75.00
Wagonman, senior	82.50
Prince Albert, Sask.:	
General clerk	100.00
Wagonman, junior	80.00
Wagonman, senior	87.50
Regina, Sask.:	
Chief clerk	115.00
Cashier	105.00
Waybill clerk	97.50
Night foreman	100.00
Saskatoon, Sask.:	
Chief clerk	122.50
Cashier	110.00
On hand clerk	95.00
General clerk (2)	90.00
Shed foreman	115.00
Assistant shed foreman	95.00
Waybill clerk	102.50
Scaleman	95.00
Stable foreman	97.50
Vancouver, B.C.:	
General clerk	95.00
Winnipeg, Man.:	
City Office:	
Accountant and chief clerk	140.00
Correspondent	117.50
Collectors (2)	95.00
Eatons' Shipping Room:	
Chief clerk	105.00
Depot Office:	
Chief clerk	125.00
Money clerk, day	105.00
Money clerk, night	97.50
Settlement clerk	105.00
On hand clerk	97.50
Intrip clerk	97.50
Warehouse:	
Night foreman	115.00
Day foreman	105.00
Assistant night foreman	95.00
Assistant day foreman	95.00
Intrip checker	95.00
Waybill clerk, day	97.50
Waybill clerk, night	105.00
Scaleman, day	95.00
Scaleman, night	97.50
Transfer clerk	97.50
Wagon service foreman	112.50
Stable foreman	107.50
Claims Agent's Office:	
Expense clerk	115.00
Over and short clerk	105.00

Eastern Division.

	Rate per month
Belleville, Ont.:	
Wagonman, junior	$ 72.50
Wagonman, senior	77.50
Brockville, Ont.:	
Wagonman, junior	72.50
Wagonman, senior	77.50
Cobourg, Ont.:	
Wagonman, junior	72.50
Wagonman, senior	77.50
Kingston, Ont.:	
Wagonman, junior	72.50
Wagonman, senior	77.50

Montreal, Que.:	
City Office:	
Chief clerk	112.50
Cashier	107.50
Settlement clerk	92.50
On hand clerk	87.50
Waybill clerk	95.00
Scaleman	92.50
Wagon service foreman	102.50
Stable foreman	102.50
Moreau St. Depot:	
Foreman	100.00
Ottawa, Ont.:	
Cashier	102.50
General clerk	100.00
Shed foreman, day	100.00
Shed foreman, night	92.50
Stable foreman	97.50
Quebec, Que.:	
Chief clerk and cashier	107.50
General clerk	90.00
Toronto, Ont.:	
City Office:	
Chief clerk	117.50
Accountant	117.50
Settlement clerk	97.50
On hand clerk	92.50
General clerk	90.00
Collectors (2)	90.00
Warehouses:	
Chief clerk	117.50
Night foreman	105.00
Waybill clerks (2)	100.00
Money clerk, day	100.00
Money clerk, night	92.50
Intrip clerk, day	92.50
Intrip clerk, night	87.50
Scaleman (2)	95.00
Car pilers (3)	95.00
Stable foreman	105.00
Trenton, Ont.:	
Night foreman	85.00
West Toronto, Ont.:	
General clerk	97.50

ARTICLE 35.

Hourly paid employees shall receive 36½ cents per hour.

ARTICLE 36.

Any question of interpretation of this schedule which may arise will be adjusted by the general committee with the superintendent, or, if necessary, with the general superintendent.

ARTICLE 37.

The rates of pay herein provided shall come into force on the first day of June, 1918, and the rules on the fifteenth day of August, 1918.

ARTICLE 38.

This schedule of rules and rates of pay shall continue in force until terminated by a thirty (30) day notice by either party after the conclusion of peace between Great Britain and her present enemy nations, and until that time there shall be no strike of employees and no lockout by the employers.

Provided, that there shall be a revision of the wage scale at the expiration of every six (6) months hereafter if it appears that since the last revision of wages there has been a general increase in the cost of living of ten per cent or more, in which case an increase of wages will be granted sufficient to absorb such increased cost of living. The cost of living statistics tabulated by the Department of Labour and published in the LABOUR GAZETTE first issued after the expiration of such six (6) monthly period, shall be accepted as conclusive as to such increase, if any, and the extent thereof.

Provided, further, that should any dispute take place as to the interpretation of these rules, or as to the right of any employee or employees to an increase in accordance herewith, or as to the carrying out of these rules, the parties agree to refer the same to any Board or other tribunal constituted by the Dominion Government for the settlement of labour disputes, or, if no such Board or tribunal be constituted, then to a Board of Conciliation under the Industrial Disputes Investigation Act, 1907, and to abide by the decision of such Board or tribunal, or a majority thereof.

In the event of it becoming necessary to apply for a Board under the said Act, the application may be made by either party, and in such application it shall not be necessary to make the statements required by s.s 1 (b) of section 15 of said Act as amended.

(Sgd.) T. G. MATHERS,
Chairman.
(Sgd.) C. E. DAFOE.
(Sgd.) D. CAMPBELL.

Mr. J. W. Watson,
General Chairman,
Employees' Committee.

It is understood that in all express depots or sheds, where there is no provision made for drinking water, that the company will provide water tanks and drinking water. That so far as possible, lavatory accommodation will be provided. Also that the railway company will be requested to have all express cars equipped with water tanks and see that they are kept clean and filled with fresh drinking water, and that express cars are kept properly heated, lighted and cleaned.

It is also understood that agents will be instructed not to accept for shipment, or forward by express, any shipments of decomposed matter that emits bad odour or that may be injurious to health, and that such matter will not be kept in sheds or depots.

(Sgd.) W. C. MUIR,
General Superintendent.

Report of Board in Dispute between the New Brunswick Power Company, St. John, N.B., and its Conductors, Motormen, Powerhouse Men, Shop and Barn Men, Trackmen, Etc.

A REPORT was received from the Board established to deal with a dispute between the New Brunswick Power Company, St. John, N.B., and certain of its employees, including conductors, motormen, linemen, powerhouse men, shop and barn men, trackmen, etc. The Board was composed as follows: The Honourable Mr. Justice W. B. Chandler, Moncton, chairman, appointed by the Minister in the absence of a joint recommendation from the

other two Board members, Messrs. Geo. E. Day and W. Frank Hathaway, of St. John, nominees of the company and employees respectively. The award was accepted by the company, although a misunderstanding and delay in the payment of the back pay recommended in the award resulted in a strike of a few hours' duration on Aug. 15. This was adjusted and no further cessation of work occurred. A minority report was presented by Mr. Day.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the New Brunswick Power Company, employer, and certain of its employees, including conductors, motormen, linemen, power house men, shop and barn men, track men, etc., employees.

To the Hon. T. W. Crothers,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation and Investigation constituted in this matter, consisting of the Honourable Mr. Justice Chandler, chairman, appointed by the Minister of Labour; Mr. George Day, the representative of the company, and Mr. W. Frank Hatheway, the representative of the employees, begs to report as follows:

A meeting of the Board was held at the city of St. John, in the Province of New Brunswick, on the thirteenth day of July, 1918, when the members of the Board were sworn in and arranged for a subsequent meeting. The next meeting of the Board took place on the fifteenth day of July, 1918, at the city of St. John, and at this meeting the members of the Board conferred with representatives of the company and with a committee of Division No. 663, Amalgamated Association of Street and Electric Railway Employees of America, to which association the employees interested in this matter belong. At this meeting an attempt was made to bring the parties interested together and to arrive at some conclusion with respect to the matters in difference, but it was found impossible to get the parties to agree, and it was thereupon decided to proceed with the hearing of the parties.

The hearing of the parties to the dispute was proceeded with on the sixteenth and seventeenth days of July, 1918, at the city of St. John, and at this hearing the company was represented by Mr. Fred. R. Taylor, a shareholder and member of the executive committee of the company, and by Mr. Hopper, the manager of the company. The employees were represented at the hearing by Mr. Sinclair. A considerable amount of documentary evidence was adduced by both parties at the hearing, and evidence was taken upon oath as to certain statements alleged to have been made by Mr. Fred. R. Taylor before a committee of the Legislature at Fredericton, but nothing material turned upon this evidence. On the twenty-second and twenty-third days of July, 1918, the Board met at the city of St. John to consider the matters submitted to them at the hearing by the parties, and on the twenty-third day of July an agreement was arrived at between two of the members of the Board, viz., the chairman and Mr. Hatheway, the representative of the employees. Mr. Day, the representative of the company in this matter, found it impossible to agree with the other members of the Board.

The main, and in fact the only question, brought forward by the employees at the hearing was that of wages. The employees asked for an increase of wages of 7 cents per hour for all classes of employees affected, as members of Division No. 663, and desired that the said increase in wages, if granted, should date from the first day of April, 1918. The company, through its representatives, expressed its willingness to increase the wages by 3 cents per hour to conductors and motormen, and to place the lower paid men, conductors and motormen, on a $3.00 a day wage basis, and to give the higher paid conductors and motormen a 3 cents per hour increase. This suggestion on the part of the company was not acceptable to the committee of the Division. At the hearing statements were submitted to the Board, documentary and verbal, as to the present cost of living in the city of St. John, and it was contended on the part of the employees that about $1,600 was the lowest amount on which a man in the position of the conductors and motormen employed by the company could maintain himself and wife and three children, and detailed statements as to the cost of living were submitted to the Board by Mr. Sinclair on behalf of the employees. This amount of $1,600 did not include some expenses, such as those for medicine and taxes, nor any expenditure for amusement, etc. The view of two members of the Board, viz., the chairman and Mr. Hatheway, is that about $1,300 is a low estimate of the annual living expenditure of a man in the position of conductors and motormen of the company in the city of St. John at the present time, having a family composed of himself, his wife and, say, three children. According to a late number of the LABOUR GAZETTE, the average weekly budget for a family of five persons is $20.65 a week—equal to $1,074 a year, which estimate includes food, fuel, light-

ing and rent—and adding to this amount a reasonable sum for clothing and other expenses it seems that $1,374 is about as little as a man with a family of five persons can get along with in the city of St. John at the present time. Living expenses are constantly increasing, and while it seems that the cost of living in St. John is in some respects lower than such expenses in other cities of Canada, still living expenses are increasing and are likely to increase in the future, and the two members of the Board mentioned do not consider that the sum of $1,374 mentioned is an extravagant estimate for living expenses for a year for the average family of five. Under the present scale of wages the conductors and motormen employed by the company are not getting $1,374 a year. The wages of the highest paid men at the present scale average about $3 a day for a day of ten hours, and the annual wages of the conductors and motormen do not exceed $1,000, and if the estimate of living expenses above submitted is correct it seems impossible for the conductors and motormen to maintain themselves at the present scale of wages. The representatives of the company at the hearing contended very strenuously that the company was losing money in its operations at the present time and that it was not in a position to pay any increase in wages. Statements were submitted by the company to the Board which show that the business of the company, so far as the street railway is concerned, is not increasing, that the expenses of operation are increasing, and that the company is going behind so far as the operation of the street railway is concerned. The financial position of the company is now being inquired into by a Royal Commission appointed for that purpose by the Province of New Brunswick, and the members of the Board of Conciliation do not consider it necessary to inquire into these statements of the financial position of the company at any length, as doing so would cause delay and incur considerable expense, and would cover practically the same ground as that now being covered by the Royal Commission.

It may be that the company may succeed in getting an increase in its transportation rates, and will therefore be in a position to pay increased wages, and the situation of the employees of the company is such, under present conditions in the city of St. John, that some increase in wages seems absolutely necessary to enable them to get along. For this reason the two members of the Board who have agreed have come to the conclusion that it is advisable to recommend some increase in wages for all the employees of the company who are members of Division No. 663:

As stated above, two members of the Board have agreed to recommend an increase in wages, and they recommend an advance of 20 per cent upon the present rate of wages for all union men in the employment of the company, such advance to date from the first day of April, 1918, and to continue for the duration of the war and for six months after its termination. This advance will bring nearly every employee of the company who is a member of the union up to at least $3 a day, and will increase the wages of the higher paid conductors and motormen who are now getting 30 cents an hour, from about $3 a day of ten hours to $3.60 per day of ten hours. This rate does not seem extravagant when compared with the rates now paid to conductors and motormen on other street railways in Canada. In most of the street railways in Canada the rate now paid to conductors and motormen who have been in the employment of the same company for over two years runs from 24 cents to 40 cents per hour, and the average rate is over 30 cents per hour, the highest rate at present paid being 47 cents per hour in Vancouver, B.C. The rates paid to conductors and motormen on street railways in the United States are in most cases larger than the rates at present paid in Canada, but it seems that the rate of wages to street railway men in the United States has in many cases been increased to a considerable extent, and that constant applications for an increase in wages are being made by the employees. There does not seem to be much hope of any decrease in living expenses in Canada for some time to come, and the two members of the Board who have agreed are of opinion that the suggested increase, if granted, should continue for the duration of the war and for six months thereafter, as there is no prospect of a reduction in living expenses during that period.

All of which is respectfully submitted.

(Sgd.) WILLIAM B. CHANDLER,
Chairman.

(Sgd.) W. FRANK HATHEWAY.

Dated this sixth day of August, 1918.

Minority Report

Honourable T. W. Crothers,
Minister of Labour,
Ottawa.

Dear Sir,—

I have the honour to submit the following minority report as a member of a Conciliation Board appointed to deal with the claim of certain employees of the New Brunswick Power Company for an increase in wages.

At the first session of the Board a most earnest and strenuous objection was entered by the street railway representatives to the appointment of W. F. Hatheway as a member of the Board for several reasons. He has

always been, in season and out of season, a very bitter opponent of the street railway. Before and since his appointment he has published in a daily newspaper several lengthy letters prejudicial to its interests. These letters were not only misleading but inaccurate in essential particulars and sometimes untruthful. He has gone out of his way repeatedly to injure the railway and apparently would like to see it wrecked and become a bankrupt concern. The chairman ruled that it was entirely a matter for Mr. Hatheway to decide himself.

The case as presented on behalf of the employees was not essentially borne out by the facts. The schedules of cost of living were full of inaccuracies, exaggerations and misstatements. For instance, enough bread was supplied for a family of five, with cake and pastry included, and yet ten pounds of flour were required each week. Three tins of mustard were provided for, when they would not use one a year. The allowance for rent was too high, because I know, as one who has nine tenants, six of whom are on Douglas avenue, a choice residential section of our city, five of these pay less than their schedule and only one above it. One schedule was ridiculous in the impression sought to be conveyed—a verified statement of the cost of three meals for one day—when multiplied by 365 days in a year, a motorman's food bill amounted to $1,265.

In Board conferences I offered to grant an increase of 3½ cents an hour to all 30 cent men and 5 cents an hour to all those getting less. I was largely influenced in this by the fact that what the employees asked was too much, an increase of about $200 to each. My idea was that an increase of $100 a year to a body of over 200 men was a very substantial increase. And then consider that these same employees received a very substantial increase in wages just about a year ago. Consider also the fact that other employees, just as necessary and just as important to the railway as motormen and conductors, were living (and fairly so, too) on less, their contention that they were on the "bread line" falls to the ground.

The financial condition of the company did not warrant any increase. The street railway has been showing a decreased revenue for over a year, some months more and some less, but each and every one showing a deficit against working expenses. They are to-day overdrawn in their bank to the sum of $70,000, besides they have to face an increase in cost of work for the future. Take the case of fuel, which will be $86,000 more this winter than last.

A careful avoidance of Halifax was made by the employees' representative. This is certainly a fair comparison, far more so than any other city in Canada or the United States. It is larger in population and far more wealthy per capita. The cost of living is greater there than here. St. John has been cited as one of the cheapest cities in Canada to live in. The average rent is about one-third more, and yet the motormen and conductors there only get 32½ cents an hour and this figure represents an increase given them about a month ago. Surely if they can "get by" in Halifax under the conditions now prevailing there, and likely to continue for a long while, St. John men in like employ can do the same under far better conditions and with more money at the end of a year than Halifax men have.

The chairman expressed his opinion that there should be an all-round increase of 5 cents an hour. (The 20 per cent represents an increase of 6 cents an hour.) From experts he had satisfied himself that the statements of the financial condition of the railway (falling revenue and borrowed money) were correct, but he allowed himself to be influenced by the erroneous statement that it cost more than $1,000 for a workman to live in St. John. Why, there are thousands of workpeople here living on that with higher social positions to maintain. Another factor that caused him to go higher was the inutility of any award the Board might make. The employees refused to be bound by any award we might make, while the railway was willing to be so bound.

In conclusion, I want to express an opinion that the whole proceedings were somewhat farcial and that the term "Conciliation Board" is a misnomer. Farcial because we got nowhere, and might just as well not have been brought together. Misnomer on account of no great effort being made at conciliation, and this because under the law (a defect that ought to be remedied in the future) the parties to a dispute such as this are not bound by any award that may be made. Before the machinery of such a law as your Department is governed by it should be understood that both parties to a wage dispute will be bound to accept the verdict of a Board appointed to settle the controversy.

Under the conditions little consideration can be given to the result of any verdict. Suppose it results in a strike. Is this not just what such a Board is appointed for to prevent or forestall? In the words of one of our men at the front, "Is this not a hell of a time for men to strike," and yet we have here in Canada labour strikes not justifiable.

Respectfully yours,

(Sgd.) GEORGE E. DAY.

St. John, N.B., August 8, 1918.

Report of Board in Dispute between the Canadian General Electric Company, Limited, of Peterborough, Ontario, and its Machinists, Specialists and Electrical Workers

A REPORT was received from the Board established to deal with the dispute concerning wages and working conditions between the Canadian General Electric Company, Limited, of Peterborough, and its employees, being machinists, specialists and electrical workers. The Board was composed as follows: His Honour Judge Colin G. Snider, of Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. James G. Merrick and F. Bancroft, nominees of the company and the employees respectively. The report was unanimous and was accompanied by the original schedule of wages, rules and regulations submitted by the employees in their application for a Board, this being considered by the Board to be fair and reasonable. Mr. Merrick dissented on some points.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian General Electric Company of Peterboro, Ont., employer, and its employees, being machinists, specialists and electric workers, employees.

To the Honourable,
The Minister of Labour,
Ottawa.

The Board of Conciliation and Investigation established herein have the honour to report as follows:

On the morning of the fourteenth day of August, 1918, the Board met in the Court House in the city of Peterboro. Notice of the meeting had been given and the representatives of both sides were in attendance.

The members of the Board, James G. Merrick, Fred. Bancroft and Colin G. Snider, were all present, and having been sworn, proceeded with the investigation.

The employer was represented by George W. Watts and E. G. Patterson, and the employees were represented by H. W. Harper, John Noble and John Cairnes.

The Board was in session on the fourteenth, fifteenth, sixteenth, twentieth, twenty-first, twenty-second and twenty-third days of August.

The schedule of wages and shop rules asked by the employees was gone over item by item, and evidence, discussion and agreement heard on all matters on which the Board failed to secure an agreement. From time to time as favourable opportunities offered, the Board encouraged and urged conferences and made suggestions with a view to securing an agreement, and on many points with success.

The greatest difficulty which presented itself was in regard to classifying certain employees, either as machinists or toolmakers, specialists or electric workers. Unless this could be overcome all efforts to restore harmony and avoid further trouble in this factory seemed doomed to failure, and yet the Board as a whole did not feel qualified to decide the standing of individual employees.

Various expedients were tried to make a satisfactory classification, and it was finally agreed to have Robert Dobie, acting for the employer, and Alexander Murray, for the employees, make classification and fix wages for each employee as to whom no agreement had been made, and both sides agreed to accept the decision of these two men if they could agree. Later, Messrs. Dobie and Murray put in their report in writing, having agreed to every man in dispute. This report is attached to and forms part of our report.

This report puts the wages of H. B. Rogers at 45 cents per hour and A. Smeaton at 47½ cents per hour. The employer had at a previous meeting of the Board expressed its willingness to pay each of these men 50 cents per hour, and the Board recommends that as this expectation had been raised it should be carried out with these two men.

Mr. James G. Merrick joins in all of this report excepting the section 10 of the schedule which deals with apprentices, as to which he refuses to place any limitation on the number of apprentices which the company may engage. He also refuses to agree to any increase of

wages being given to the power house operators and objects to the increases in the minimum rates of pay being given from any time previous to the date of this report.

It is a pleasure to us to say that, although conflicting interests, which the men seem to think and the company seem to think were of very great importance to them and were keenly contested throughout, the matter was carried on in a spirit which reflects credit upon the moderation of language that they universally indulged in. Nothing of an unpleasant nature has arisen throughout the long continued discussions which we have had.

The members of your Board signing this report hereby return the schedule of wages and rules and regulations which, with the exception mentioned made by Mr. Merrick, we have agreed upon as being, in our opinion, reasonable at the present time in consideration of all the facts and evidence laid before us, and which we think ought to be accepted by both the parties to this difference.

All of which we submit respectfully.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) FRED. BANCROFT.

(Sgd.) JAMES G. MERRICK.

Peterboro, August 24, 1918.

SCHEDULE OF WAGES, RULES AND REGULATIONS RECOMMENDED BY THE BOARD FOR ACCEPTANCE BY THE PARTIES.

1. Nine hours shall constitute a day's work for the first five days of the week and five hours on Saturday, to be worked as follows: From Monday until Friday inclusive, hours to be worked must be between 7 a.m. and 5 p.m., and on Saturday between 7 a.m. and 12 noon.

The foregoing shall not affect departments now working a shorter day.

2. All hours worked in excess of this shall be overtime and shall be paid as follows: From the end of the regular working day until 10 p.m. on the first five working days of the week at the rate of time and a half. After 10 p.m. at the rate of double time until workman is finished and goes off duty.

On Saturday time and a half shall be paid after 12 o'clock noon, then double time after 5 o'clock p.m.

3. Double time shall be paid on Sundays and the following holidays: New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day, and in cases when the holiday falls on a Sunday the overtime rate shall be paid on the day on which the holiday is observed.

4. Hours to be worked on night shift shall be as follows: Ten hours a night from Monday night until Friday night inclusive, all hours worked in excess of this shall be overtime and paid for as follows: From the end of the regular working night, time and a half for the first five hours, after which no employee should be expected to continue working.

5. When a man working on a night shift is required to work on Saturday night he shall be paid time and a half until midnight, after that double time until he goes off duty, and all time worked Sunday night shall be paid for at the rate of double time. Sunday commences 12 p.m. on Saturday and ends at 12 p.m. Sunday.

6. When men employed on the day or night shift are required to change from one to the other and are required to work two shifts or part of two shifts in any 24 hours the second shift shall be paid for at overtime rates.

7. When a man is called out to work after the close of the regular working day he shall not be paid less than three hours unless he is notified to return to work before leaving the premises, in such a case his time shall start not later than one hour after the close of the regular work day.

8. Rates of pay shall be as follows: Minimum rates for toolmakers, 60 cents per hour; minimum rate for machinists, 55 cents per hour; minimum rate for specialists, 45 cents per hour. Employees in punch press department receiving less than 20 cents per hour to receive 20 per cent increase; those receiving 20 cents and not over 30 cents per hour, 15 per cent increase; those receiving over 30 cents per hour, 12 per cent increase.

Electrical workers receiving less than 20 cents per hour to receive 20 per cent increase; those receiving 20 cents per hour and not more than 35 cents per hour, 15 per cent increase; those receiving more than 35 cents per hour, 10 per cent increase.

Power house operators to receive 10 per cent increase.

Where more than the above rates are being paid no reduction shall take place.

9. During slack periods, before any reduction is made in any branch of its employees the working day shall be reduced to eight hours a day for five days a week.

10. Apprentices shall serve four years at the trade and in no case shall leave their employer without just cause. The number of apprentices shall be as follows: one for the shop and one for every five machinists employed.

11. Apprentices starting the trade in 1918 shall receive 15 cents per hour, and on the expiration of apprenticeship shall receive the standard rate of pay.

12. Specialists shall not be employed on machinist's work to the detriment of machinists or apprentices, or advanced to the detriment of machinists or apprentices.

13. No machinist or apprentice shall be required to operate more than one machine at one time.

14. If any grievance arises between the parties to this contract the employer agrees to receive a committee of its employees from the same department affected, and if possible to adjust such grievance.

15. In case of a disagreement over the interpretation of this schedule, there shall be no cessation of work until negotiations between the highest representatives of both parties shall have failed to come to an understanding.

16. No discrimination shall be shown against shop committees elected by the men to transact their business.

17. This schedule shall remain in force for one year, beginning on the first of June, nineteen hundred and eighteen.

(Sgd. COLIN G. SNIDER,
Chairman.

(Sgd.) FRED. BANCROFT.

(Sgd.) JAMES G. MERRICK.

Peterboro, August 24, 1918.

The men named hereunder have been agreed upon by the employer as toolmakers or to be paid toolmakers' wages:

J. Ahern.	J. Pitchford.	H. Crawford.
F. Cavalear.	G. Snowden.	E. Raheml.
F. Champion.	M. Sharp.	E. Wickland.
W. G. Freeburn.	F. Hoppe.	J. Sager.
J. Grimison.	A. Vass.	A. Gilbert.
C. McKay.		

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) FRED. BANCROFT.

(Sgd.) JAMES G. MERRICK.

These men whose names are hereunder written have been agreed on by the employer as machinists:

E. Baldry.	T. Moor.	H. Donivan.
E. Bartley.	W. Moor.	A. Lastlette.
A. Barnes.	E. Marchand.	D. Memmo.
A. E. Bohn.	A. Millard.	D. Beck.
J. Bell.	B. Moor.	R. Buntin.
H. Connelly.	C. Masterson.	H. Mason.
J. Cairns.	A. Murray.	C. Pink.
S. Cadigan.	F. McArthur.	J. Runnett.
R. H. Collingwood	A. McLaren.	B. Cookman.
E. Cronk.	N. J. O'Brien.	W. R. McNeil.
E. Coss.	A. Prest.	C. Horton.
N. J. Coss.	W. H. Payne.	H. Snowden.
W. J. Collins.	F. J. Palin.	H. Moore.
J. Collinson.	J. F. Pilling.	S. Jones.
H. Coudery.	G. W. Robinson.	C. Harrison.
T. Gooley.	J. Sweir.	H. Allen.
A. Doris.	W. Sutherland.	A. McFarlane.
W. E. Dorrington	J. Sanderson.	A. Foley.
D. Donoghue.	C. Thompson.	F. Mortimer.
G. Everall.	H. Thompson.	F. Fairley.
C. Eaton.	W. H. Thompson.	H. Buckley.
P. Finnie.	E. Turner.	C. Clemence.
M. H. Galvin	G. Thompson.	W. Henry.
C. J. Goodfellow.	W. Walker.	H. Tremblay.
J. H. Hamer.	F. G. Wiman.	G. Yonker.
F. J. Hickey.	H. M. Wilson.	R. Gibson.
R. E. Heath.	H. A. Webb.	.. Robinson.
G. L. Knight.	D. Youngson.	P. Adamson.
F. Leplant.	R. Beaton.	

The employer agrees to pay 45 cents an hour to each of the following men for whom it is asked by the men as specialists:

R. Crookshanks.	A. V. Leal.	H. Alton.
J. Knight.	R. S. Clifford.	

(Sgd.) COLIN G. SNIDER,
Chairman.
(Sgd.) FRED. BANCROFT.
(Sgd.) JAMES G. MERRICK.

The Chairman,
Board of Conciliation.

We, the committee appointed by the Board of Conciliation to consider the classification and rate of wages to be paid to the employees under discussion at the Canadian General Electric Company (Peterborough works), herewith beg to submit our report.

(Sgd.) ROBT. DOBIE,
Mechanical Superintendent,
Canadian General Electric Co., Ltd.

(Sgd.) ALEXANDER MURRAY,
Machinist,
Canadian General Electric Co., Ltd.

Peterborough, August 23, 1918.

HANDY MEN

Name.	Department	Present rate	Rate agreed on	Remarks.
Scarce, R.	Machine Shop	50	52½	
Stevenson, W.	" "	50	50	
Barnes, W. H.	" "	45	47½	
Jones, N.	" "	42.9	45	
Duffy, T.	" "	42.9	42.9	
Jones, A.	" "	35	37½	
Generoux, E.	" "	39.6	42½	
Neary, M.	" "	33	37½	
Mahew, J.	" "	36.9	42½	
Beyette, H.	" "	39.6	40	
Vass,	" "	42.9	45	
Welsh, J.	" "	42	45	
Gibson, J.	" "	50	52½	

HANDY MEN—Cont.

Name.	Department	Present rate	Rate agreed on	Remakrs.
Harran, A. C.	" "	52.8	55	Rateaccepted not as machinist.
Killingbeck, G.	" "	42.9	45	
Melino, T.	" "	47	50	
Huggins, L.	" "	49.5	50	
Knowls, W.	" "	46.2	47½	
Black, A.	" "	46.2	47½	
Brady, B. J.	" "	42.9	47½	
Coutu, J.	" "	49.5	50	
Lebar, E.	" "	46.2	47½	
Moore, B. R.	" "	52.8	52.8	
Meeks, A.	" "	50	50	
McWilliams, R.J.	" "	46.2	47½	
McNamara, R.J.	" "	45	55	
Simmons, J.	" "	45	50	
Tulley, J.	" "	45	47½	
Telfer, S.	" "	49.5	50	
Dunlop, D.	" "	45	45	
Craig, R.	Commutator	49.5	52½	
Pasey, T.	Switchboard	49	50	
Asta, F.	Brass	45	50	
Payne, W. H.	"	42.9	47½	
Campbell, M.	"	39.6	45	
Collis, F.	"	37.5	42½	
Labban. J. R.	"	27.6	53.5	
Briscoe, A.	"	32.5	45	
Thompson, L.	"	40	50	
Hanrahan, J.	"	46.2	50	
Menno, D.	"	49.5	50	
Wheeler, W.	"	45	52½	
Roddy, F.	"	42.9	50	
Gohren, D.	"	42	42	
Gasley, G.	"	42.9	50	
Stevens, J. A.	Controller	36.3	45	
Smeaton, A.	Tool	45	47½	
Rogers, H. B.	"	39.6	45	
Lee, S.	"	39.6	50	

MECHANICS

Name.	Dept.	Present rate	Rate agreed on	Remarks.
Prost, C.	Brass	50	55	
Ahearn, J.	Tool	59	60	
Gibbs, S.	"	56.1	56.1	Not accepted as a tool maker.
Carts, H.	"	55	57½	Not accepted as a tool maker, but is accepted as an improver in tool department.
Carter, W.	Machine Shop	42.9	42.9	Could not accept him as a machinist if expected to be paid machinist's rate.
Billingsley, J.	Machine Shop	52.8	52.8	Could not accept him as a machinist if expected to be paid machinist's rate. Old man.

Report of Board in Dispute between the Canadian Pacific Railway and its Commercial Telegraphers

A REPORT was received from the Board established to deal with the dispute concerning wages and rules between the Canadian Pacific Railway and its commercial telegraph operators, being members of the Commercial Telegraphers' Union of America. The Board was composed as follows: His Honour Judge Jas. H. Scott, of Perth, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. W. N. Tilley, K.C., of Toronto, and D. Campbell, of Winnipeg, nominees of the company and employees respectively. The award contained certain recommendations as to amendments in the rules and rates of wages and was accepted by the company, but the employees refused to accept other than the conditions set forth in the minority report which was presented by Mr. Campbell. Word was received in the Department that negotiations were being renewed in an endeavour to arrive at an amicable settlement of the points in dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian Pacific Railway Company (employer) and its commercial telegraph operators, being members of the Commercial Telegraphers' Union of America (employees).

The Honourable T. W. Crothers, K.C., M.P.,
Minister of Labour,
Ottawa.

The Board of Conciliation and Investigation established and appointed by your orders, dated respectively the twenty-sixth day of June, 1918, and the sixth day of July, 1918, and to which the foregoing dispute was referred, beg to submit the following report:

Every effort was made to proceed promptly and expeditiously, and, although the seventeenth, twenty-second and twenty-ninth days of July were fixed successively and by consent for the commencement of the Board's sittings, it was not, until the fourteenth day of August instant, found possible to secure the attendance of all the members. On that day, however, the investigation was opened, after due notice, in convenient quarters in the Canadian Pacific Railway Telegraph Building, No. 4, Hospital street, Montreal. The employer was represented by Mr. J. McMillan, Mr. W. M. Thompson and Mr. W. Marshall, and the employees by Messrs. Thomas Carrothers (Montreal), G. R. Pawson (Toronto) and J. F. Campbell (Vancouver). The usual preliminaries having been disposed of and a general survey made of the differences between the parties and their causes, the luncheon hour was extended at the Board's suggestion in order that the representatives on each side might confer with a view to an adjustment without intervention. This conference having failed, the Board then proceeded from day to day to get at the facts in dispute. The case from each viewpoint was exhaustively and creditably presented. Every facility was given to both parties to emphasize their respective attitudes in any way that appealed to them and to discuss the subject matter without regard to a relevancy or otherwise. The grievance centred in a claim for salary increases and improved working conditions. The conditions of employment between this company and its commercial telegraphers have for some years been embodied in a Schedule of Rules and Wages, and, for the purposes of this Board, it has not been necessary to consider the situation prior to the schedule in effect on first July, 1912. Since that time, as a result of dissatisfaction on the part of the employees, a Board of Conciliation, upon their demand, met in July, 1917, and determined upon certain changes in the rules and increases in the scale of wages which went into effect on first September, 1917. That Board's report was not unanimous, the company's representatives being unable to join in it, but, nevertheless, the company submitted to its recommendations, as amended by consent of the employees. The operators have, within six months of the previous adjustment, renewed their demands in so far as they remain unsatisfied.

Some of the proposed amendments of the rules have been assented to by the company—others have been settled unanimously by the Board. In some important particulars, however, it is to be regretted that all the members are unable to see "eye to eye" and that in the result separate findings and recommendations have to be submitted. It is most satisfactory, however, to observe that the whole proceedings have been characterized by fair consideration, general good humour, and a real desire to work out the spirit of the Act. The

undersigned beg to submit the accompanying proposals as affecting, in their judgment, a fair solution of the alleged grievances.

In the matter of wages the company have acceded to an increase based upon the application of the findings of the McAdoo Commission, and the undersigned are of opinion that this affords a fair adjustment of wages and should be adopted. Their proposal shows some disparity between Toronto and Montreal, which should be adjusted by bringing Toronto wages to a level with Montreal.

The Morkrum operators should be paid $70 on entering the service; $75 after six months' satisfactory service; $80 after one year's service.

The change in wages should be made effective as of first August, 1918.

(Sgd.) J. H. SCOTT,
Chairman.

(Sgd.) W. N. TILLEY.

Montreal, August 20, 1918.

AMENDMENTS TO RULES AND WAGES FOR CANADIAN PACIFIC COMMERCIAL TELEGRAPHERS,

referred to in and forming part of the annexed report, dated August 20, 1918.

ARTICLE 2.

Paragraph 4. Amend to read as follows:

In case of reduction of staff, the junior telegrapher from point of service on the superintendent's district will be dispensed with, and if reduction is necessary in higher grades, the junior in higher grade will have the preference of continuing in the service, but at a reduced salary, and so on through each class until the junior class is reached.

ARTICLE 5.

Paragraph 1. Amend to read as follows:

Telegraphers shall be granted leave of absence each year with pay at regular wages as follows, viz.: one week after the first and second years and two weeks after three years' service.

Paragraph 7. Amend to read as follows:

Where regular relieving agents are appointed, they will not be included in the telegraphers' ratings while engaged in such duties, but will retain all seniority rights and will receive one dollar per day extra expenses while away from headquarters.

Add new paragraph 8 as follows:

On and after the first day of September, 1919, where telegraphers are required to use typewriters, the same shall be supplied and maintained by the company.

ARTICLE 6.

Paragraph 2. Amend to read as follows:

No telegrapher shall be compelled to work more than five consecutive hours without a lunch relief.

Minority Report

In the matter of the Industrial Disputes Act, 1907, and of a dispute between the Canadian Pacific Railway Company, employers, and its commercial telegraph operators, being members of the Commercial Telegraphers Union of America, employees.

To the Honourable Thomas W. Crothers,
Minister of Labour,
Ottawa, Canada.

Pursuant to your appointment, dated the twenty-sixth day of June, A.D. 1918, the Board of Conciliation, to which the above dispute was referred, proceeded with the hearings of the parties in the city of Montreal, on the fourteenth day of August, and concluded on the eighteenth day of August, 1918. Efforts to bring about a settlement by conciliation met with failure, and it then became necessary for the Board to prepare a report setting forth the matters in dispute, and recommending to the parties some basis of a settlement which in its judgment would seem fair and equitable, having regard to all the circumstances.

It is with very deep regret I have found myself unable to agree with my colleagues on the Board, and I therefore beg to submit herewith a minority report, much as I dislike doing so, particularly at a time like the present.

During the hearing of the dispute, the company was represented by its manager, Mr. J. McMillan, and the superintendents, Mr. W. Marshall, of Winnipeg, and Mr. W. M. Thompson, of Montreal. The employees were represented by Messrs. Thos. Carrothers, of Montreal; J. F. Campbell, of Vancouver; G. R. Dawson, of Toronto, and other witnesses were present from St. John, Winnipeg, Moose Jaw and Calgary.

The dispute consisted of a proposal by the telegraph employees of the company, numbering about 500, located at the company's principal offices in Canada from Halifax to Vancouver, whereby important changes in the working conditions and material increases in wages were sought. Quite a large number of the employees concerned are women. Specifically the changes proposed in the working conditions of the employees consists of the following numbered articles, which were to be incorporated into an existing schedule of working conditions.

Article 1. Amend Articles 1 and 8 by striking out the entire two Articles and substituting the following as Article 1:

Paragraph 1. "Employees assigned to commercial telegraph service, whether operated by the Morse system, telephone, or any automatic device of any character, or who are required to devote any portion of their time to the transmission or receiving of telegraph matter, by any device whatsoever, will be considered commercial telegraphers, within the meaning of this schedule. This does not apply to em-

ployees handling such matter by telephone during the act of filing for transmission or delivery.''

Paragraph 2. ''Morse telegraphers shall have the right to operate any automatic device for the purpose of transmitting or receiving telegraph matter, without reduction in salary and seniority shall govern.''

Paragraph 3. ''When additional telegraph positions are created, compensation will be fixed in conformity with that for positions of the same class as shown in this schedule.''

Article 2. Amend Article 2, Paragraph 3, to read as follows:

''A complete list of all telegraphers within each superintendent's district, showing seniority standing and salary, will be supplied monthly to the representative of the telegraphers. This list, compiled according to seniority in the ratings, shall be subject to correction on proper representation from the district chairman.''

Amend Article 2, Paragraph 4, to read as follows:

''In case of reduction of staff, the junior telegrapher from point of service on the superintendent's district will be dispensed with.''

Article 5. Amend Article 5, Paragraph 1, to read as follows:

''Telegraphers, after one (1) year's service, shall be granted two (2) weeks's leave of absence, each year, with pay at regular wages.''

Amend Article 5, Paragraph 4, to read as follows:

''Full holidays will be allowed on the following public holidays: New Year's Day, Good Friday, Victoria Day, or (King's Birthday), Dominion Day, Labour Day, Thanksgiving Day, Christmas Day.''

Amend Article 5, Paragraph 6, to read as follows:

''Telegraphers, when called upon to perform duties at other than their regular place of employment, shall be allowed all necessary expense incurred, and overtime for travelling in excess of their regular tricks. When assigned to such duties, a telegrapher shall be advanced a reasonable amount of expense money.''

Amend Article 5, Paragraph 7, to read as follows:

''Where regular relieving agents are appointed, they will not be included in the telegraphers' ratings while engaged in such duties, but will retain all seniority rights, and will receive one (1) dollar per day extra expense while away from headquarters, and will be paid the same wages as the men they relieve, provided such wages are not less than their own.''

Add to Article 5 a new paragraph as paragraph 8, reading as follows:

''Where telegraphers are required to use typewriters the same shall be supplied and kept in repair by the company.''

Add to Article 5 a new paragraph as paragraph 9, reading as follows:

''Any person not employed as a telegrapher will not be allowed to send or receive telegraph matter. This does not apply to telegraph officials.''

Amend Article 5 by adding a new paragraph as paragraph 10, reading as follows:

''No discrimination shall be shown towards commercial telegraphers in the matter of transportation. They shall be entitled to the same privilege as any other employees.''

Article 6. Amend Article 6, paragraph 1, to read as follows:

''At offices where two (2) or more telegraphers are employed, the hours of duty shall be as follows:

Eight hours shall constitute straight day duty, beginning and ending between 7 a.m. and 6 p.m.

Seven hours shall constitute a day's work on all other tricks, and no trick shall be split more than once, nor extended over ten (10) hours.

At all other offices the hours of duty shall be ten (10) consecutive hours, including one (1) hour for lunch.''

Amend Article 6, paragraph 2, to read as follows:

''No telegrapher shall be compelled to work more than five (5) consecutive hours without a lunch relief.''

Amend Article 6, paragraph 3, to read as follows:

''Overtime will be computed at the rate of five (5) hours per day on regular week days, and at the rate of three and one-half (3½) hours on Sundays and public holidays.''

Add to Article 6 a new paragraph as paragraph 6, reading as follows:

''Overtime shall not be compulsory.''

Add to Article 6 a new paragraph as paragraph 7, reading as follows:

''A telegrapher will be entitled to two (2) short relief periods of a maximum of fifteen (15) minutes each on each trick. He will make application in writing and will be given relief within thirty (30) minutes of such application.''

The wage increases were set out in a lengthy schedule and amounted to an average increase of $23.00 per month to each employee.

It appears that schedule agreements between the company and these employees have been in existence since about 1908, and changes have been sought in 1911, 1912, 1916 and 1917. While some changes either in the working conditions or wages, or in both, have been obtained in each of the above years, there are, however, some improvements sought at this time which have been a matter of dispute on several of the previous occasions. In fact, these disputes were referred to a Board of Conciliation in 1911, and in 1917, and on both occasions it so happened that I was appointed to represent the employees on these Boards. In 1911 a settlement was reached between the parties upon

all matters before the Board. In 1917 no settlement could be obtained and the majority of the Board recommended the adoption of certain rules and rates of pay as the basis of settlement at that time, the employees being urged by the Board to postpone the balance of their demands to some future time. This report was made by the chairman and myself and is contained in the LABOUR GAZETTE of August, 1917. The company's representatives made a minority report which likewise appears in the said number of the LABOUR GAZETTE.

The company refused to adopt the Board's report and (as I am now advised by the employees) rather than engage in a strike or force its adoption, consented to some amendments to it to suit the company's demands.

In the operation of the company's telegraph system, including the transmission and delivery of commercial telegrams and cables, as well as considerable quantity of telegrams that belong to the company's railway service, in addition to the usual Morse system of telegraphy the company operates a mechanical or automatic device known as the Morkrum system, whereby messages are transmitted over the telegraph lines by the operators of a machine having a keyboard somewhat similar to that of a typewriter, and are received by the counterpart of this machine. These automatic machines are now operated by young women who are not familiar with the Morse system, but work in the same offices with the Morse operators. The company contends that with these machines approximately three times as much business can be handled, with a similar number of employees, as can be handled by the Morse system. These machines appear to have been adopted in 1911, and the number in use has been increased from time to time until at the present time a very large proportion of the company's business between its larger offices, such as Montreal, Ottawa, Toronto, Winnipeg, Moose Jaw, Calgary and Vancouver, is handled by them. The installation of a set of these machines, and the employment of young women, is said to have displaced about six Morse telegraphers. The academic qualifications of Morse and Morkrum operators would be about the same. The technical skill of Morse operators is acquired in from four months to a year, while that of Morkrum operators is acquired, according to the company's contentions, in a few days by a person who is a qualified typist, and according to the employees' contention in from several months to a year.

On account of the determination of the employees to include the Morkrum operators in the schedule of working conditions and at the same rates of wages, and the very positive unwillingness of the company to so include them, the foregoing somewhat lengthy explanation seems necessary in order to understand the full nature of the dispute.

By Article 1, as proposed by the employees, the Morkrum operators would be classified with the Morse operators without any distinction as to working conditions and wages. The Board in 1917 recommended their inclusion as far as all the working conditions were concerned, but did not make any recommendation to place them on the same basis as to wages. They, too, contended that the Morkrum operators should not be paid the same wages as the Morse operators because these wages were for skilled work, and also contended that to include them as proposed would give the Morse operators an advantage whereby Morse men senior in the service would crowd out the Morkrum operators who were junior to them.

It was further contended that as clause 4 of Article 6 of the existing schedule provided for a minimum of work of 30 messages per hour for Morse operators, and that this minimum really amounted to a maximum, that its application to the Morkrum operators would reduce their output to about 65 per cent.

On the other hand the employees contended that their wages were so low that they could not be regarded as wages of skilled men; that no unfavourable advantages would result to employees engaged as Morkrum operators, and that inasmuch as both Morse and Morkrum operators were employed in transmitting and receiving the company's telegraph business, their employment was practically the same and that, therefore, they should be classified and paid on the same basis. The company also pointed out that telegraph companies and certain railroad companies in the United States employed Morkrum operators at a lower rate than for Morse operators. The company also objected to making any changes in the working conditions during the war.

The employees also pointed out that the Southern Pacific Railway Company used the Morkrum machines and paid the operators the same rates as were paid to Morse operators. Also that a very undesirable relationship exists between the telegraph companies in the United States and their employees.

So far as the inclusion of the Morkrum operators in the schedule of working conditions is concerned, I can see no valid objection to it if these conditions are fair, and the Board which considered this matter in 1917 so held. The minimum work clause, contained in clause 4 of Article 6 (as the employees suggested) should be amended by adding to the end thereof these words, "this clause is not applicable to Morkrum operators," and thus meet this objection of the company.

The contention that changes in working conditions during the war should not be used by an employer as a basis for refusing fair working conditions any more than the employees should take advantage of the war situation to enforce unreasonable conditions. The wages of Morkrum operators now are $60.00 per month for the first six months; $65.00 per month after six months, and $70.00 per month after one year. The wages of Morse operators range all the way from $55.00 per month up to $105.00 in the unclassified, and from $85.00 to $105.00

in the classified. But these wages are not above those now paid to unskilled labour in this country, and as the work of both Morkrum operators is as arduous and requires as close tension as that of Morse operators, I am unable to make any distinction upon that ground. Moreover, if the workmen are not to suffer injury by the adoption of new and modern inventions or should have their earnings considered at all from the standpoint of productivity or output, then there can be no answer to a demand for paying Morkrum operators fully as much or more than Morse operators.

The company has adopted the principle in this and all other classes of its service that in reducing the staff at any given time, the junior employees in point of length of service should be the first to be laid off, and I can see no reason why any exception should be made in this rule as between the Morkrum and Morse operators, so long as those retained are capable of performing the work required of them. I therefore recommend the adoption of Article 1.

As to Article 2 it was proposed to change the present arrangement of correcting mistakes in seniority lists through the district chairman. The company pointed out that every employee had the right personally to take up with the officers of the company any grievance which he might have, and that this clause would interfere with that. It would seem fair that this right should not be interfered with, and I therefore recommend that paragraph number 3 be not adopted.

It was agreed by the company that paragraph number 4 in the present schedule should be amended by adding the words, "on the superintendent's district" after the word "with" in the second line, and I recommend that this change be made, and that the proposed paragraph 4 be dropped. This should be done.

Amendments to Article 5 of the existing schedule were proposed to paragraphs 1, 4, 6 and 7 thereof, and it was also proposed to add thereto new paragraphs numbering 8, 9 and 10.

With reference to paragraph 1, the company contended that in 1917 the period of service required before the holidays were granted had been reduced from four to three years, and that to further reduce it would entail the employment of additional men at the present time, which was undesirable.

On the other hand, the employees contended that the nature of their work was such that very close tension was required at all times, and that the principle of holidays was generally recognized by all employers of office and clerical help, and that an annual vacation was essential in the interests of their health and well-being, and also that if a vacation period was inaugurated, employees could and would offset the loss of time to the company by increased efficiency.

Having regard to these various representations, and although I believe that not less than two weeks is required for a reasonable vacation, I would, however, agree with the recommendation of my colleagues in the matter, viz., one week's vacation after the first and second year's service respectively, and two weeks after the third and subsequent years.

By the changes proposed in paragraph 4, the employees sought to obtain full relief from work on the ordinary legal holidays, the present practice being that employees are required to work half time on these days. Having regard for the representations made by the parties, it does not appear that it would be unreasonable to expect the present conditions in this regard to continue.

Paragraph 6 provides for the payment of overtime while travelling on the company's business outside of the regular hours of service. The present arrangement provides that time travelling in excess of regular hours of service shall be paid for at overtime rates up to 11 o'clock in the evening. Having regard for all the circumstances in this matter and the comparatively small amount of travelling involved, it would not seem unreasonable that the present conditions should be continued.

Paragraph 7, as proposed, was agreed to by the company, and I therefore recommend its adoption.

The proposed new paragraph 8 provides that where telegraphers are required to copy messages by use of a typewriter, and which is the universal practice at the present time, that the typewriter should be supplied and kept in repair by the company. This matter has been a matter of dispute for at least eight years. The use of the typewriter was necessitated many years ago by telegraphers being afflicted with writer's cramp. It was soon found that once proficiency was acquired, a telegrapher could copy messages more rapidly and accurately by using a typewriter, and at the same time produce in many instances a more legible copy. The companies realized the higher degree of efficiency by the use of the typewriter, and for a time would pay slightly higher wages to an operator who could use a typewriter, but later it became in practically all commercial telegraph offices of this and other companies one of the necessary qualifications for employment. Up to the present time the company has required its employees to furnish their own typewriters and generally to keep them in repair.

The company contends that once having recognized the greater efficiency in the commencement of the use of the typewriter by increasing wages, the cost of the typewriter has been met, and that in any event the company should not now be required to meet the heavy outlay for a supply of typewriters for all its offices.

The employees represent that the recognition given originally for the use of the typewriter has since disappeared, because, in employing new men for service previously paid for at a particular rate the new employee would be compelled to accept a lower rate; that the increased efficiency by using the typewriter more than offsets any outlay in the cost and upkeep of

the typewriter; that some telegraph companies in the United States now furnish their telegraphers with typewriters; that it was part of the necessary equipment in an office for the performance of their service for the company, just as the Morkrum typing machines are essential to the transmission and receiving of telegraph matter by that system, and that in the large majority of cases the typewriters which the telegraphers are now using are worn out in the company's service and must be replaced.

It seems extraordinary that part of the necessary office equipment for transacting telegraph business, as the company requires it transacted, should be purchased and maintained by the employees. If the cost of purchasing the new typewriters constitutes a large sum of money, surely the company is better able to and more entitled to meet this outlay than its employees who are struggling to live and support families upon their meagre wages. The greater the cost the greater would be the obligation upon the company rather than upon the employees, but it was pointed out that a special typewriter is being made, suitable for this service, and that in buying a number of them the cost price was in the neighbourhood of $30.00 each.

It seems that an additional hardship also exists by some telegraphers being required by their chief operators to hand over the use of their typewriters to newly employed operators employed by the company, whose services may not be permanent and who are unwilling or unable to purchase their own typewriters.

It was also pointed out by the employees that if typewriters were supplied by the company, one typewriter for each necessary wire circuit would accommodate an average of about three operators, as the operators follow each other in working different shifts. I therefore recommend that the rule be adopted obligating the company to furnish and keep in repair the required number of typewriters.

The proposed new paragraph 9 contemplates the prevention of check boys, employed at $20.00 and $25.00 a month, from being used to transmit telegraph messages instead of the men who are regularly employed for the service. In a comparatively short time one can learn to transmit by the Morse code, but the receiving process requires a very much longer period of practice, and the company has some of its check boys transmit some of the messages as soon as they are capable of that part of the work.

The company contend that this was necessary in order to give these boys an opportunity of learning the practical part of telegraphy, and that it enabled them to utilize the assistance of these boys to take care of extra business from time to time. The employees contended that by the use of the check boys the regular staff of telegraphers could be reduced and an operator receiving messages transmitted by a check boy was necessarily delayed, to the detriment of the quality of work which was required of him. While it would seem that the employees' objections are reasonably founded, it would not appear that the abuse is of sufficient importance to require the company to discontinue it at the present time.

By proposed new paragraph 10 the employees desired to obligate the company to secure where possible transportation from other railway companies in the same manner as it is sometimes done for employees who are engaged purely in railway work. Having regard to all the representations and the facts thereby in evidence, it would seem that this paragraph could be very well abandoned for the present.

Article 6, paragraph 1, proposes a reduction in hours of service. At the present time there are three shifts working, one known as the day shift which works eight and one-half hours per day, another shift known as the early night staff, working seven and one-half hours per day within a period of ten hours, and a third shift known as the all night men, working a period of seven hours commencing not earlier than eight o'clock in the evening. It was proposed to reduce the eight and one-half hour period to eight hours and the seven and one-half hour period to seven hours. The company contended that this would necessitate the employment of additional men in its larger offices, which were not now available, and that the present hours were not exacting, and that if the eight and one-half hour period were reduced to eight hours there should be the adoption of a universal eight-hour workday.

On the other hand the employees contended that the seven and one-half and the seven hour periods have been in existence for many years; that it was not necessary in commercial telegraph business that the twenty-four hour period of each day should be covered, because from five till eight o'clock in the morning there was practically no business to be transacted, and that in view of the seven and one-half hour period being divided and spread over a period of ten consecutive hours to meet each day's particular periods of peak-load traffic, not more than seven hours should be required. They also urge upon the Board that the work was very exacting and required very close application at all times, so that employees were constantly at work under an exacting strain. The employees further contended that there had been during the past month plenty of telegraphers available, and that men had been laid off on account of so-called lulls in traffic, but that at the very time during which they were working they had worked in the neighbourhood of one hundred hours' overtime per month, and they also mentioned specific cases where telegraphers had applied for employment recently and were informed they were not needed.

In 1917 the Board reduced the hours of the first shift of men from nine to eight and one-half hours, but it was not intended that further consideration should not be given this matter at any future time. There can be no doubt

that a period of eight hours in employment such as commercial telegraph business should constitute a maximum workday. In no case in railway telegraph service, where the work approaches the close tension of the commercial telegraph business, are men required to exceed eight hours per day. I would therefore recommend, in view of these facts, that the eight and one-half hour workday should be reduced to eight hours.

Paragraph 2 of this Article was agreed to by the parties.

It was proposed by paragraph 5 to alter the basis of payment for overtime worked from seven to five hours, and on Sundays and public holidays to three and one-half hours. The present method of computing overtime is to calculate the hours per month on the basis of seven hours per day, twenty-six days per month, dividing this result into the monthly rate to ascertain the hourly rate for overtime.

The company contended that the present rate should not be disturbed because of the reasonably short hours of service, that the employees could very well afford to work overtime at the present rate; that overtime was necessarily incidental to the service, and that, in fact, a great many men were glad of the opportunity.

The employees contended that owing to the exacting nature of their work they should not be required to work beyond their regular hours of service if the health and well-being of the employees were fairly considered, and that the overtime rate ought to be considerably more than the regular hourly rate or the present rate for overtime, so as to compel the company in the interest of economy to reduce overtime to a minimum, and at the same time compensate the employees for having to sacrifice their hours off duty which ought to be devoted to rest and recreation.

My personal experience and observation in the matter of overtime during a period of many years compels me to accept the views of the employees in this regard. It is a well established fact that so long as employers may compel employees to work overtime without any material increase beyond the regular hourly rate, excesses are bound to occur to the detriment of the health of the employees. It has also been well established that low wages force the workmen to the desire to work overtime. The only remedy for these conditions has been the adoption of the almost universally recognized practice of paying for overtime at the rate of regular time and one-half. In fact, this company recognizes the practice with its railway telegraphers, its maintenance of way employees, and in fact practically all employees whether rated by the day or by the month who work a specific number of hours each day. I can therefore see no reason why its commercial telegraphers who, probably above all others, having regard to the nature of their work should not be so paid, and I recommend that the overtime rate be at the rate of time and one-half in all instances.

Paragraph 5 of this Article provides that the working of overtime shall be optional with the employees. But having regard to the representation made by the company and the employees, and realizing that it is to some extent a necessary incident to the employment, I think that for the present such a rule should be adopted.

The proposal to adopt a new paragraph to this Article whereby employees would be allowed a short relief of fifteen minutes twice a day was contended for on the grounds that it was necessary in order to meet the demands of nature, and that in the past instances had occurred where employees had been refused reasonable request in this regard. On the other hand the company contended that the practice of relieving its employees for a few minutes when necessary was followed, and it was shown that in some instances the period of fifteen minutes had been exceeded.

While there may be cases where employees have a grievance in this matter it is difficult to believe that any employer would have so little humane consideration as to refuse reasonable requests in matters of this character. In declining at this time to recommend the adoption of the rule, future consideration thereof should not thereby be precluded if grievances of this character should arise. The discussion of this rule, however, served at least to indicate the close application to duty which the nature of the service demands of these employees.

In the matter of the increase in wages the employees emphasized the extraordinary increase in the cost of living which had occurred during the past four or five years, and more especially in the last two years, and contended that during that time they had not received sufficient increases in wages to nearly meet this increase in the cost of living and that their wages were inadequate for the maintenance of a family, especially in the large cities and towns in which they are generally located.

The company was willing to concede increases which in the aggregate were equivalent to the well known McAdoo award in the United States, plus an additional sum of $1,100. per month, and also agreed to adopt any amendments made to the said award from time to time. The employees contended that the McAdoo award was based upon the working conditions and wages applicable to the four classes of railway transportation employees, whose hours of service, working conditions and wages had been improved and advanced for many years, during which time their working conditions and wages had undergone few improvements. They also pointed out that the United States not being engaged in the war until 1917, these railway employees were making substantial improvements in their working conditions and wages during the years 1914, 1915 and 1916, while they had withheld reasonable demands, largely owing to the fact that Canada during these three years had been engaged in the war, and they claimed that they should not

now be expected to accept the company's proposition. Notwithstanding the possible justification of the employees' contentions it would seem that the company's proposition would bring a substantial measure of relief, and I would therefore recommend its adoption and that the parties arrange the distribution of them according to the local requirements.

The employees also proposed to include in their schedule the chiefs. This was vigorously opposed by the company, and the contention was made that men entrusted with the charge of other employees should not be included in the same schedule.

The employees contended that the wire chiefs and traffic chiefs had nothing to do with the employing or dismissing of the employees, and that there was no obligation due the company by them which such common interests would in any way interfere with.

Having regard to the fact that other classes of employees of the company, such as station agents who have immediate jurisdiction over railway telegraphers, are included in the same schedule with such telegraphers, and also bridge and building foremen and section foremen are continually in charge of and have immediate jurisdiction over large gangs of men and supervise their work and that these are all likewise included in the same schedule, it would seem quite consistent that the wire chiefs and traffic chiefs should be included in the telegraphers' schedule, and I recommend the adoption of that amendment.

A difference exists between the company and the employees as to the date upon which the adjustment of these rules and wages should become effective. The agreement between them provides that the existing schedule may be terminated upon 30 days' notice. It appears this notice was given about the last of March, 1918, and in any event was operative from April thirtieth. The parties should have conferred during the month of April and arrived at a settlement in order to carry out the spirit of the agreement. It seems, however, that some considerable time elapsed before the conferences took place. A dispute resulted and was referred to this Board. The delay thus created should not be charged against the employees as they do not appear to have been in any way responsible. I would therefore recommend that the wage increases should be effective from May first, 1918, and that the changes in the rules should become effective as from August first, 1918.

Respectfully submitted,

(Sgd.) D. CAMPBELL,
Member of Board.

Reports of Board of Conciliation and Investigation and of Labour Appeal Board in Dispute between the Ottawa Electric Railway and its Employees

A REPORT was received from the Board established to deal with the dispute concerning wages and conditions of employment between the Ottawa Electric Railway and certain of its employees, being members of Division No. 279 of the Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: His Honour Judge R. D. Gunn, of Ottawa, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. Geo. F. Henderson, K.C., of Ottawa, and Fred. Bancroft, of Toronto, nominees of the company and employees respectively. The award was signed by the chairman and Mr. Henderson, and contained recommendations as to settlement and a schedule of rates and rules. The award was accepted by the company, but not by the employees, who ceased work on August 13, resuming work, however, on August 14, pending reference of the dispute to the Board of Appeal constituted by the Order in Council of July 11. The award of the Board of Appeal was unanimous and was accepted by both the company and the employees. No further cessation of work occurred.

Report of Board of Conciliation and Investigation

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Ottawa Electric Railway Company, employer, and certain of its employees, being members of Division No. 279, Amalgamated Association of Street and Electric Railway Employees of America, employees.

To the Hon. T. W. Crothers, K.C.,
Minister of Labour,
Ottawa, Ontario.

Sir,—

The members of the Board of Conciliation and Investigation appointed on the fifteenth

day of July, A.D. 1918, met at the Court House in the City of Ottawa, to hear the parties and their representatives, and were attended by Mr. Joseph Gibbons, vice-president, Amalgamated Association of Street and Electric Railway Employees of America, and Messrs. W. G. O'Meara, R. G. Jardine, F. Watters, S. Seguin, J. McGregor, W. Cote and W. J. Jennings on behalf of the employees, and by the president and vice-president and secretary-treasurer of the company, Mr. J. M. Ahearn, and Mr. Lang, superintendent, and other officials of the company, on behalf of the employer, by previous arrangement.

It appeared that in July, A.D. 1916, the parties were before a Board of Conciliation and arrived at an agreement upon their differences, which was duly reported by that Board and has been in existence till terminated by effluxion of time on the first day of July, 1918. By their present demand the employees were seeking not only large increases in rates of pay, but also many important additions and amendments to the provisions of the agreement covering working conditions, all of which had been the subject of conferences between the parties without any satisfactory results.

After the examination of the various agreements and some discussion, at the urgent request of the Board the parties and their representatives again proceeded to revise the proposed amendments and additions to the provisions of the agreement, and as a result were able to reach agreement upon very many of the clauses, leaving a small number to the judgment of the Board. Upon hearing the arguments, contentions and representations of the representatives of the respective parties, and fully considering these representations, the Board have concluded to recommend that the agreement set out in Schedule "A" thereto be adopted and executed by the parties hereto in the place and stead of the agreement heretofore in existence between them. This agreement covers all working conditions, and is practically the result of the conference already mentioned. It covers everything brought to the attention of the Board except the rates of pay, which must be dealt with separately.

RATES OF PAY.

A very thorough and exhaustive enquiry has been conducted into the demand for increased rates of pay. The Board heard the representatives of the respective parties at great length and very much testimony was accumulated on the different contentions and submissions, which were conducted in a very amicable and intelligent manner. The Board again urged that a further effort be made to adjust these rates by agreement and a prolonged conference was held in an honest endeavour to fix rates, but without results, and at the sincere request of all concerned the Board were requested to make their findings and report their recommendations, as it was evident that further attempts to agree would be useless.

The Board then proceeded to consider the whole matters referred to them remaining unsettled, and have made a most careful investigation into all the facts and figures presented and the representations submitted.

It can be stated generally that until recently in no two places where street railways are operated do conductors and motormen receive uniform rates, nor do the service and operating conditions permit of reasonably exact comparison, so that we cannot entirely rely on the rule that is often invoked and grant similar rates for like services on other lines without further enquiry. That principle is not overlooked. It should be pointed out that in Ottawa and suburbs there are about 51 miles of trackage owned by the company, and their revenues flow from passenger traffic only, with a low fixed rate with transfer privileges and an expiring franchise.

The records show that the Ottawa rates for conductors and motormen range from 12 cents per hour in A.D. 1891 to 30 cents in 1916. Increases were granted almost yearly, or over 100 per cent increase in such rates in 15 years, while the demand now presented asks over 60 per cent additional increase for the same employees, entirely based on the present excessive living expenses. Already many beneficial and comfortable concessions are granted these employees by the terms of the agreement recommended herein, while the rapidly advancing cost of every class of material entering into the upkeep, betterment and extension of street railways and the onerous taxation levied upon the earnings of all public utilities by the Dominion, Provincial and municipal authorities make further inroads upon the earnings and receipts. Add to this the serious difficulties regarding more rapidly advancing operating expenses now before us, and the magnitude of the burdens facing all this class of public utility cannot be too strongly emphasized.

On close examination of the material presented, including the recent deliverances on operating expenses on street railways in every province and the more recent disposition of such demands in the larger and more congested American cities, it is safe to assert that in every case the tendency has been always upwards, and varying increases have been conceded for similar reasons to those which prevail here.

The Board therefore have realized, after a most careful analysis of all the facts, circumstances and conditions laid before them, that these employees have established grounds that warrant a recommendation for increased rates of pay, notwithstanding the comparatively reasonable rates agreed on two years ago, yet it is a most difficult and perplexing task to arrive unanimously at the amount of such increases.

Conductors and motormen.—There are 224 conductors and 214 motormen affected by these proceedings, and all but 75 conductors and 59 motormen receive the maximum rates. The weekly earnings at maximum rates equal $16.20, with small additions for overtime and Sunday

rates, and it is alleged with reason this is not adequate under present living conditions. It is also to be remembered that any increase must have regard to the quality of service rendered as well as other considerations, but overtime and holiday labour is not ever intended as a means to work out an existence, even admitting that a junior can qualify for increase in six and the maximum at end of 24 months, and many here are old employees who have enjoyed all the increases granted.

On an examination of the schedules filed with the Board on the hearings, many of which have been revised within the last 90 days by and at the request of the conductors and motormen in the presence of officers of the different companies, we find the rates of pay for junior and senior motormen and conductors in places that fairly, justly and reasonably compare in operating earning power and living conditions with the lines under consideration, to be as follows:

	Junior.	Senior.
Montreal Street Railway	31c	37c
Toronto Street Railway	30c	37c
Hamilton Street Railway	30c	37c
Port Arthur Street Railway ..	30c	36c
Fort William Street Railway..	30c	36c
Hull Street Railway	29c	36c
London Street Railway	30c	35c
Windsor Street Railway	36c	41c

The other centres in the Eastern and Western Provinces all vary widely and offer no fair or reliable comparison in our opinion. In no case has the maximum applied for here been reached, and besides different living conditions, other operating conditions are very dissimilar, as the most superficial enquiry will determine. It is a very important fact that increased rates have been conceded by this company to its employees almost annually and much of the harmony and friendly relations between the parties concerned are due undoubtedly to the fact that all these increases have been the subject of mutual concessions resulting in agreement faithfully observed on both sides from the beginning till now. An inspection of the figures establishes that the increases have more than doubled the hourly rates of pay up to A.D. 1916, when an additional 3 cents brought the maximum rates to 30 cents per hour, so that it might be claimed with considerable force that had living conditions not been disturbed since 1916 there would not be any room for increases in rates of pay for this class of labour.

On the Hull Electric lines an increase in May last of 11 cents, which was considered very high, was granted in the hourly rate, but on scrutiny of the whole figures it will be found that it was a grant made suddenly, but after many years of waiting on the part of the men, of what might be justly claimed "back pay." Six cents per hour to these employees would be equivalent to Hull, Fort William and Port Arthur rates, and 7 cents would level up with Montreal, Toronto and Hamilton maximum rates, while London is 2 cents lower for similar service. Windsor is not comparable for reasons known to all.

The demand here is for a maximum of 13 cents higher than Montreal, Toronto, Hamilton and the others but Windsor rates, and 9 cents higher than Windsor rates. Some reference was made to the revenues of the company, but conclusions based on ability or inability to pay have little or no weight in fixing wages, as a living wage must be paid, not as a favour or gratuity, but irrespective of the revenues on all public utilties, and such as cannot pay such wages to its employees must go under. This point was not developed, as it afforded little or no assistance, though the company desired to go into explanations which were considered irrelevant at the present time.

Having regard therefore to what is paid for similar service on other similar lines that are unquestionably fair guides, and where rates of pay, density of traffic, operating and living conditions are approximately in line, and having given all the facts, figures and representations submitted to the Board the most anxious and careful consideration in our power, no valid reason can be found or is known to us to support lower rates on these lines than on the lines in the other commercial centres referred to.

The undersigned have therefore concluded to recommend that during the existence of the agreement referred to in the schedule or agreement hereunto annexed, the rate of pay for conductors and motormen be increased all around by 7 cents per hour, this being an increase of 20 per cent upon the present maximum, and practically the same proportion of the junior rate.

It is also recommended that overtime be paid for at the rate of time and one half as heretofore and that those working on snow ploughs, sand cars and sweepers receive 5 cents per hour extra.

(See emendation of this paragraph in report of Labour Appeal Board published in this issue.)

Rates for Sundays and holidays have heretofore been time and one half, and it is recommended that this be continued.

Employees other than motormen and conductors.—Inasmuch as the demand of the men is exclusively based upon increased cost of living, it follows that the other employees should receive increases to correspond with those of the conductors and motormen. It was agreed at the hearing that a general increase in the rate of pay to all the men would work out justly, since the present rates of pay are properly in proportion to the earning capacity of the several employees. This renders it unnecessary to go into detail as to the other classes of men in the employ of the company, the recommendation being that each and all receive 7 cents an hour in addition to the rate paid under the former agreement.

While the power house maintenance men who work for this company as well as for other

Chaudiere power owners are not technically employed by this company, and therefore cannot be formally included in this report, the Board recommends that these men should receive the same increase as the others.

All of which is respectfully submitted.

(Sgd.) R. D. GUNN.
(Sgd.) GEO. F. HENDERSON.

Ottawa, August 8, 1918.

Agreement between the Ottawa Electric Railway, hereinafter called "the Company," Party of the First Part, and the Ottawa Railway Employees Union, being Division 279 of the Amalgamated Association of Street and Electric Railway Employees of America, hereinafter called "the Association," Party of the Second Part.

Witnesseth that in the operation of the company's system both parties hereunto agree as follows:

1. The company recommends that all employees affected by this agreement shall become and remain members of the Association during the life of this agreement in accordance with the Constitution and By-laws of the Association, in order that all questions and grievances may be dealt with by one head, and that the standing of employees with the company shall not be affected by the fact of their membership in the Association.

2. The company agrees to meet and treat, through their properly accredited officers, with the properly accredited officers and representatives of the Association upon all questions or differences that may arise during the term of this agreement.

3. Employees who are members of any committee of the Association, or who are officers of any Association of the employees, or are delegates to conventions of the Association, shall be entitled to leave of absence for the purpose of attending conventions, or of doing such other committee work, or other work as may be necessary, without losing any privilege of seniority. Any employee elected to any office in the Association which requires his absence from the company's employ shall retain his seniority rights, and shall upon his retirement from such office have his respective place in the company's employ.

4. In the event of an employee being guilty of violating the rules of the company, he shall be warned, when off duty, by the superintendent, against a recurrence of the same offence, and in the event of the employee being suspended his case shall be dealt with by the superintendent, save that any employee suspended or discharged shall have the right to appeal to the president, in person, or through the Grievance Committee of the employees, and any employee suspended or discharged, and who, upon investigation, is found not guilty of sufficient cause to warrant such suspension or discharge, shall be reinstated to his former position and be paid in full for all lost time caused by such suspension or discharge.

5. All promotions or transfers in all departments shall be based upon seniority and efficiency, and without discrimination, and when an employee who is working on night shift desires a day position, preference shall be given to such night men when vacancies occur.

6. When through slackness of work a reduction of staff becomes necessary in any department, men shall be laid off in the following order: Last on, first off; last off, first on. Men being laid off under this clause shall leave an address with the company, and notice of resumption of work shall be given by the company to the men by mailing advice to such address. If men do not appear to resume their positions, the same shall be deemed to be vacated.

7. No employee, other than those covered by Sec. 3, shall be granted leave of absence exceeding thirty (30) days unless agreed to by both parties.

8. The company shall keep a list of motormen and conductors in order of seniority, posted in the men's waiting room, together with a Run Guide, on which shall be posted the regular scheduled daily service. Motormen and conductors shall then have the right to choose such runs as they may prefer, the senior men on the list to have first choice, and so on down until all have chosen. Booking shall be conducted subject to the approval of both parties. The choosing or picking of runs shall take place every three months, or at such other times as the operating conditions make it necessary for another selection of runs.

9. Nine hours shall constitute a day's work for motormen and conductors. All regular and relief runs shall be paid not less than nine hours as heretofore. No swing run shall pay less than eight and one-half hours. Overtime rates shall be paid for all work in excess of nine hours.

10. All runs shall be classified and listed upon the Run Guide, and shall be known as: Regular day runs; regular relief runs; swing runs, trippers, and extras.

(a) All regular day runs shall be completed within twelve and one-half consecutive hours.

(b) All regular relief runs shall be completed within fourteen and one-half consecutive hours whenever practicable.

(c) All regular swing runs shall have not more than three periods of work. All three period swing runs shall be completed within thirteen and one-half consecutive hours. Two period swing runs shall be completed within fourteen consecutive hours.

(d) Tripper runs shall not exceed four hours' pay time, and may be coupled to the regular day runs, and shall pay the double time rate for time worked.

(e) Extra runs shall be service not regularly scheduled on the Run Guide, and such other runs as cannot be foreseen, and cannot be provided for by the regular time table. No extra run shall pay less than two hours and parts of hours shall count an hour.

11. Where the elapsed time consumed by swing runs exceeds thirteen and one-half hours for three period runs, or fourteen hours for two period runs, overtime shall be paid for such additional elapsed time, and where the break in any run is less than one hour continuous time shall be paid.

12. No period of work shall exceed six and one-half hours, without a break of sufficient time for meals, but no break shall take place between midnight and two a.m.

13. No motorman or conductor shall be compelled to do extra work after his regular scheduled or assigned run has been completed unless he is agreeable to do so.

14. Where motormen or conductors have selected or have been assigned to runs regularly scheduled, and a portion of such runs is cancelled, they shall be paid the full time such run would have paid had full run been completed.

15. All spare men who show up at the shed for work at six o'clock in the morning or six o'clock in the evening, and who fail to procure work, shall be allowed one hour for so turning up at either morning or evening.

16. Whenever the cars are delayed so that a motorman or conductor cannot reach his reporting place on time, no miss shall be marked against him, and if he arrives before his car goes out or is relieved, he shall be allowed to take it. Men to telephone.

17. Motormen and conductors, who are required to report ten minutes before time shown on time table, shall be paid for such additional ten minutes' time. A ten minute allowance time over scheduled time shall be paid on all runs.

18. Uniform clothing for motormen and conductors shall consist as follows:

Summer—Full suit, coat, vest and trousers.

Winter—Trousers every year, overcoat every second year.

All motormen and conductors shall be so provided, the company to pay full cost of such clothing for all men in their service over one year, and half the cost of those in the service first year, said uniforms to be supplied not later than the first of May and fifteenth of October each year. After any article of clothing has been in the possession of a motorman or conductor for a period of three months, it shall become his absolute property. All caps and badges to be supplied by the company without charge. In the event of an employee damaging or destroying his uniform

in the execution of his duty, the company will make good the damage or supply free an extra uniform if the case warrants.

19. Cars shall be sent out each morning and night for the purpose of conveying employees to and from their work; said cars shall be run on Somerset, Bank, Hull, St. Patrick, Sussex, Gladstone and Preston lines.

20. Suitable seats shall be provided for both motormen and conductors on all cars, said seats shall be placed in a position where convenient for motormen and conductors' use in the proper discharge of their duty. Seats to be installed in cars and men allowed to use them on certain parts of the route, to be agreed upon.

21. All cars shall be equipped before taken out with sand, switch bars, brooms, dusters or any other necessary article, and all cars shall be cleaned and in proper condition to go upon the street each morning. This will not relieve the crew of the responsibility of seeing that their car is properly equipped. All equipping and cleaning of cars to be done by shedmen provided for that purpose.

22. All cars shall be properly heated to a reasonable temperature. All cars shall be fitted out with double windows on front vestibule and on one rear window on step side of car. All cars to be so fitted out from November to March of each year.

23. All employees shall be given free transportation at all times on all lines of the Ottawa Electric Railway.

24. For all accident reports conductors and motormen shall be paid for actual time consumed in making such reports.

25. Sunday rate shall be paid for the following holidays: New Year's Day, Victoria Day, Dominion Day, Civic Holiday, Thanksgiving Day, Labour Day and Christmas Day.

26 The company will supply all conductors with tickets and change to the extent of thirty-five dollars ($35.00).

27. The Association shall be allowed to post notices of meetings, bulletins, or any other matter that may be of interest to the members of the Association, at all car barns, power stations, and in the motormen's and conductors' waiting room.

28. Sunday hours for motormen and conductors shall remain as at present. All regular motormen and conductors shall be booked off on each alternate Sunday.

29. The schedule of running time shall be so arranged as to provide for a lay-over of two minutes at the end of each line on each round trip. Sufficient running time shall be allowed at all times.

30. Shop and Shed Men. Nine hours shall constitute a day's work and shall be completed within ten consecutive hours. Overtime shall be paid for all work performed in excess of the regular day's work of nine hours.

31. Overtime shall be paid for all work performed on Sundays and legal holidays, as named in Sec. 25.

32. All special calls for men when off duty shall be paid not less than one half day for so reporting. Present rules for overtime shall remain in force.

33. All shops and sheds shall be heated during the winter months to a reasonable temperature.

34. Wrecking cars shall be equipped with proper protection from inclement weather, and men shall be supplied with rubber coats and boots when working with wrecking cars.

35. All present shop and shed rules shall remain in force unless otherwise amended previous to the acceptance of this agreement, and no individual changes shall be made only through and with the consent of the Grievance Committee.

36. When an employee is engaged in any two or more classes of work for two days or longer he shall be paid the maximum rate for the work performed.

37. Track maintenance men shall mean employees who take their orders from the roadmaster or track foreman, and whose duties are to maintain the track in a safe condition for operation, and switch men employed at switch points.

38. Nine hours shall constitute a day's work for all track maintenance men. All time in excess of nine hours shall be paid at the overtime rate.

39. In the event of day gangs being required to do night work for a period of two nights or less, they shall not on that account be compelled to lose a day prior to the commencement of that night work, and they shall be paid overtime rate for the first night.

40. When a day gang is required to work three nights or more in succession, it shall be considered to have been transferred to night work for the time being, but shall be paid at overtime rates for the first night's work. Provided that the foregoing shall not apply to extra men taken on for emergency work in connection with snow trouble.

41. When day gangs are required to work in excess of the above nine hours, they shall be paid time and one-half for all such overtime up to twelve midnight and double time from twelve midnight until relieved from duty. Double time shall be paid for emergency calls and statutory holidays and straight time will be paid when men are held under foreman's orders, not less than one hour.

42. When trackmen are employed at drain work during the spring and fall of the year, and conditions demand such, rubber boots shall be supplied by the company to all men so employed.

43. One week's holidays, with pay, shall be allowed to all dynamo, generator and switch board attendants at all power stations each year.

44. Wood mats and proper insulation shall be supplied at all sub-stations.

45. No switch board or machinery shall be cleaned while said machinery is running.

46. Rubber gloves, boots and aprons to protect clothes, shall be supplied to men working in the battery rooms.

47. Wire and Conduit Department. Nine hours shall constitute a day's work and the day shall be completed in ten consecutive hours. All work performed in excess of the regular nine hours shall be paid overtime rate.

48. All wire and linemen shall be supplied with rubber coats, boots and gloves.

49. From and after July 1, 1918, until the termination of this agreement, in place of the rates provided by the agreement entered into and dating from July 1, 1917, all men employed in the several departments of the company shall be paid 7 cents per hour in addition to the pay received by them as of June 30, 1918.

50. Any employee of the company enlisting or having been drafted under the Military Service Act, or shall be drafted for military service or duty, shall, at discharge, be given full seniority rights, dating continuously over such period of military service.

51. This agreement and the provisions thereof shall continue in force and shall be binding on the respective parties hereto until the first day of April, A.D. one thousand nine hundred and twenty (1920) and thereafter for another year until terminated on one month's notice.

In witness whereof the parties hereto have signed.

Report of Labour Appeal Board

In the matter of an appeal to the Labour Appeal Board of the Dominion from the findings of a Board of Conciliation and Investigation established under the Industrial Disputes and Investigation Act, 1907, and appointed on the fifteenth day of July, A.D. 1918, by certain employees of the Ottawa Electric Railway Company, being members of Division No. 279, Amalgamated Association of Street and Electric Railway Employees of America.

To the Hon. T. W. Crothers, K.C.,
Minister of Labour,
Ottawa, Ontario.

Sir,—

The members of the Labour Appeal Board of the Dominion were summoned by the Honour-

able G. D. Robertson, Acting Minister of Labour, to meet in Ottawa in the office of the Acting Minister of Labour, at 10 a.m., Friday, August 16, to hear the parties in the matter of the above mentioned appeal.

The Acting Minister submitted a letter, appended hereto, received by him from the employees (Division 279), dated August 15, 1918, setting their cause for appeal.

The Acting Minister further explained the situation, stating that the Ottawa Electric Railway Company's employees had refused to accept the recommendations of the Board of Conciliation which had recently reported upon them, and that the employees had gone on strike. The strike had been suspended on his promise that the Board of Appeal would consider the matters in dispute at the earliest practicable date.

After receipt of instructions the Board at once proceeded to a consideration of the points at issue, and at 2 o'clock in the afternoon representatives of the employees and of the company were called in to present their cases. On behalf of the employees there appeared Mr. Sinclair, of the Amalgamated Association of Street and Electric Railway Employees of America, and Mr. J. McGregor, an employee of the Ottawa Electric Railway and a member of the Executive of Local No. 279 of A. A. S. & E. R. E. of A.

On behalf of the company there appeared Mr. T. Ahearn, president, and Mr. W. Y. Soper, vice-president.

The written appeal of the employees, appended hereto, was on two grounds: The rate of wages recommended by the Board and the duration of the agreement—the other clauses of the agreement, number from 1 to 48 inclusive, and clause 50, being acceptable to the employees, and, before the strike, to the company.

Representatives of the employees claimed:

(a) That the rates for different classes of motormen and conductors had been 30c, 27c and 26c per hour under the agreement which ran from the first of July, 1916, to the first of July, 1918, and that whereas the employees had asked for an increase of 20c per hour to all classes, bringing the aforesaid rates to 50c, 47c and 46c per hour, the Board of Conciliation had recommended an increase of only seven (7c) cents per hour.

(b) That the cost of living had advanced about 45 per cent since the last agreement was made: stating that careful computations by their committee had shown that to maintain a family of five, consisting of father, mother and three children too young to work, required per annum not less than $1,677.81.

(c) That there were many men with very large families who would find it difficult to live even at the rates they asked.

(d) That the conditions of their employment entitled them to further consideration, as, in order to work the nine hours agreed to, it was necessary for them to be on call from eleven to thirteen hours per day.

(e) That there should be a classification of employees other than motormen and conductors, with rates which they submitted from each class. Generally these rates called for a greater increase than the 20c asked for motormen and conductors.

In the matter of the duration of the agreement, the employees claimed that with conditions changing as rapidly as they now are and with the probability of higher costs in the future, it would be unfair to ask them to be bound by an agreement extending over 21 months or until the first of April, 1920.

THE COMPANY'S CASE.

The representatives of the company stated on its behalf:

(a) That an exhaustive investigation had been made by the Board of Conciliation and that the management had agreed to the report of the Board only on the grounds of conciliation, considering that the rates proposed were comparatively higher than those fixed by recent agreements with the representatives of the same union in Montreal, Toronto, Hamilton and the adjoining city of Hull, submitting the following table in support of this contention:

Wages—Conductors and Motormen.

	Junior.	Senior.	Date of Agreement.
Ottawa	33	37	
Montreal	31	37	June, 1918
Toronto	30	37	June, 1917
Hamilton	30	37	May, 1918
London	30	35	
Hull	29	36	July, 1918

(b) That the Ottawa classification brings the maximum rate into effect after two years' service, while the Montreal and some other classifications do not bring it in until after five years' service, bringing the Ottawa average rate much higher than would appear by the above comparison.

(c) That the recommendation of the Board of Conciliation imposed a very heavy burden upon the company, amounting on its present payroll to, per annum, $158,356.

(d) That the increase of three (3c) cents granted in 1916 was based on the increased cost of living. Nevertheless, the employees at once elected to work nine hours per day instead of the ten hours worked previous to the increase, thus bringing their annual compensation to about the same amount as before the increase.

(e) That the time and a half stated in the agreement for Sunday time had never been conceded by them; was unusual and unjust, the maximum rate in any of the other cities where such is allowed being five (5c) cents per hour against 18½ cents recommended by the Board

of Conciliation, and asked that this clause of the agreement be changed accordingly.

(f) That the employees had privileges not found in other trades, special cars being provided to take them to and from work and no charge being made for travelling on the company's cars at any time.

(g) That the employees are liberally supplied with uniforms.

(h) That consideration should be given to the steady employment given to their men as compared with most trades, and to the very cordial relations that had hitherto existed between the employees and the management.

(i) The company submitted a list of prices of ten commodities obtained from a local dealer showing that the articles on this list now cost $4,085 as against $3,910 in 1916. The company also submitted lists from their payrolls showing the remuneration actually received by a number of their employees and asked attention to a comparison of the remunerations paid to Government employees in Ottawa as shown by the blue-book.

Duration of the agreement.—The company claimed that it should run until the first of April, 1920, stating that the negotiation of a new agreement inevitably interfered with the operations of the railway and that they should take place at periods of least traffic—say, in the early spring or late autumn.

The Board has taken all the arguments of both sides of the controversy under the most careful consideration. The members of the Board have independently informed themselves of the general conditions existing in this employment and of the increased cost of subsistence.

First, as to the duration of the agreement.—It is the opinion of the Board that agreements extending over a period of one year are not in the best interest of either the employer or the employees at the present time, owing to the unusual conditions brought about by the war.

The Board finds that the agreements should run for twelve months from the expiration of the last agreement, until the first of July, 1919, and continue thereafter year by year unless notice in writing is given by either party 30 days in advance of the termination date that such a party desires a change, and that clause 51 should be amended to read as follows:

"This agreement and the provisions therein contained shall be in effect from July 1, 1918, to July 1, 1919, and thereafter from year to year unless either party to this agreement desires a change in any section or sections thereof. Either party desiring such a change shall notify the other party in writing not less than thirty (30) days prior to July 1 of each year, on such notification the changes desired shall be open for amendment."

In the matter of rates.—The Board has given careful consideration to the representation of the railway company as to the financial burdens imposed upon it by the increased cost of all the materials which they use; that the rates recommended are comparable to the rates paid in other nearby Canadian cities, and that the individual income of the employees was voluntarily decreased by adopting a nine instead of a ten hour day. Notwithstanding the financial burden imposed upon the company and the other considerations mentioned above, the Board is of the opinion that the rates recommended by the Conciliation Board do not fully cover the increased cost of living, and that, having regard to the increased cost of all commodities, while making allowance for the economies now practised by all, as well as for the substitution of cheaper commodities, that conditions would be fairly met as regards the men by granting increases as follows:

(a) Motormen and conductors—an increase of nine (9c) cents per hour over existing rates.

(b) Employees other than conductors and motormen.—That men now receiving a rate of twenty-three and a half (23½c) cents, and under, per hour, receive an increase of eleven and a half (11½c) cents per hour. That men now receiving a rate of over twenty-three and a half (23½c) cents and up to and including twenty-five (25c) cents per hour receive an increase of ten (10c) cents per hour. That men now receiving over twenty-five (25c) cents per hour receive an increase of nine (9c) cents per hour. And that clause 49 of the agreement should be amended accordingly.

Referring to the clause in the report dealing with rates for Sundays and holidays, the Board received further evidence, including a communication from the chairman of the Conciliation Board, in which he states that the clause was written in error and unnoticed. Furthermore, that all agreed and understand that the rate for Sundays and holidays be increased from four (4c) cents to five (5c) cents per hour.

The Board therefore finds that the clause should read as follows:

"Rates for Sundays and holidays have heretofore been four (4c) cents per hour extra, and it is recommended that the rate shall be increased to five (5c) cents per hour extra."

The Board does not recommend the adoption of the schedule submitted by the employees for employees other than motormen and conductors, the Board considering that the general increases recommended for all employees substantially covers the claim of the Association. It should be mentioned, too, that the schedule was not referred to in the appeal of the Association, but was introduced in evidence.

(Sgd.) H. J. DALY,
Chairman.
(Sgd.) GUS. FRANCQ.
(Sgd.) G. H. DUGGAN.
(Sgd.) JOHN W. BRUCE.
(Sgd.) S. R. PARSONS.

August 23, 1918.

INDUSTRIAL DISPUTES DURING AUGUST, 1918

EIGHTEEN strikes affecting approximately 4,677 employees were reported as having commenced during August. There were in existence at some time or other during the month 33 strikes directly affecting 8,638 workpeople. The total time loss on account of industrial disputes was estimated at 94,040 working days, as compared with 123,511 in July, and 26,177 in August, 1917. The time loss occasioned by the eighteen strikes which began in August was 31,598 working days, while a loss of 62,442 days is charged to the fifteen strikes commencing prior to August. Termination of disputes was reported in the case of seven of the disputes commenced prior to August. Fifteen of the strikes which commenced during August terminated during the month, leaving the 11 following strikes affecting approximately 1,333 workpeople on record August 31: pipefitters, Nobel, Ont.; plumbers and steamfitters, Toronto; iron shipbuilders, Lauzon, Que.; machinists, Montreal; cap makers, Winnipeg; knitting mill operatives, Toronto; cigarmakers, Toronto and Montreal; cigarmakers, Hamilton, London and Montreal; plumbers and steamfitters, St. Thomas; wharfmen, Quebec, and labourers, Winnipeg.

Disputes by Industries

The following is a review of the disputes by industries in the order in which these appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING. — There was but one strike in existence involving 50 employees and a time loss of 50 working days, that of steam and operating engineers in British Columbia, which was carried over from the previous month, three plants not having conceded the men's demands at the end of July. The strike, however, so far as it affected these firms was settled August 1.

MINING AND SMELTING.—Four strikes were in existence affecting approximately 2,399 employees and involving a time loss of 14,235 working days. Two of these strikes — those in coal mines at Entwhistle and at Wayne, Alta., were carried over from the previous month, but were settled early in August. Two strikes which occurred during August were adjusted within a short time of their ocurrence — coal miners at Brule, Alta., and at Sydney, N.S.

BUILDING AND CONSTRUCTION. — There were six strikes affecting 575 employees and involving a time loss of 5,925 working days. Three of these strikes—painters and decorators at Calgary, pipefitters at Nobel and plumbers and steamfitters at Toronto were carried over from the previous month; the strike at Calgary was settled, but the others were unterminated. Three strikes occurred during August — carpenters and painters at Vancouver and plumbers and steamfitters at St. Thomas. The carpenters' strike was adjusted through the mediation of an officer of the Department of Labour and the painters' strike at the same place was settled by negotiations between the parties. The strike at St. Thomas was unterminated.

METAL, MACHINERY AND CONVEYANCES. —Six strikes were in existence affecting

2,062 employees and involving a time loss of 48,604 working days. Four of the strikes occurred prior to August—iron shipbuilders at Lauzon (unterminated), machinists, Montreal (unterminated), metal workers at Winnipeg (terminated except in three shops), and steel workers at Sydney, where the men had ceased work for several Sundays to show their dissatisfaction with working conditions. This strike was settled upon the appointment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act. Two strikes occurred during August—blacksmiths and helpers in the employ of a number of firms in Toronto which was concluded upon the appointment of a Board of Conciliation under the Industrial Investigation Act, and moulders at St. John, N.B. The latter strike affected only five employees and was terminated shortly after its commencement.

WOODWORKING.—One strike occurred during August involving 160 employees and a time loss of 1,600 working days. The disputes affected millmen at Vancouver and was adjusted through the mediation of an officer of the Department of Labour.

PULP AND PAPER.—One strike was in existence affecting 100 employees and involving a time loss of 200 working days, that of pulp and papermakers at Hawkesbury which was settled in the month. A strike of pulp and paper makers at Fort Frances is given in the table, as particulars of its adjustment had not been received at the end of the previous month; the strike, however, was not in existence during August.

CLOTHING.—One small strike of cap makers affecting only eight employees and involving a time loss of 104 working days was carried over from the previous month and was unsettled.

TEXTILE.—Two strikes were in existence affecting 128 employees and involving a time loss of 2,208 working days. A strike of knitting mill operatives at Toronto was carried over from the previous month and remained unterminated. A strike of textile workers which occurred at Hamilton during August was adjusted after the employees had been out two weeks.

FOODS, TOBACCO AND LIQUORS.—Three strikes were in existence affecting 326 employees and involving a time loss of 13,044 working days. Two of these strikes — cigarmakers at Toronto and Montreal, and at Hamilton, London and Montreal were carried over from the previous month and remained unsettled. A strike of meat packers at Stratford which occurred during August and affected but few employees was settled within a day or two of its occurrence.

TRANSPORTATION. — There were six strikes affecting 1,435 employees involving a time loss of 8,570 working days. All these strikes occurred during August and were terminated at the end of that month except one—wharfmen at Quebec. The most important strikes were those of street railway employees at Ottawa and masters and mates on the British Columbia coast. The street railway employees at Ottawa, numbering over 500 men, refused to accept the award of a Board of Conciliation and Investigation which had been appointed under the Industrial Disputes Investigation Act and ceased work on August 13, but at the end of two days the men resumed work upon the difficulties at issue being referred to the Labour Appeal Board. The award of this Board gave the men some increases over the rates recommended by the Board of Conciliation and both the parties to the dispute accepted the Appeal Board's decision. On August 24 about 400 master mariners and mates members of the Canadian Merchant Service Guild employed in British Columbia coast steamship service ceased work. During June the Guild had applied for a Board of Conciliation under the Industrial Investigation Act,

but owing to the number of employers concerned the disputes was referred to a Royal Commission. While the enquiry was in progress the question of recognition of the Guild became acute, and the employers refusing recognition, the men ceased work. The strike continued, however, only four days when the men returned to work upon the understanding that their organization would be accorded the same recognition as given to the Imperial Merchant Service Guild in England, that a satisfactory adjustment of wages and working conditions would be made and that there would be no discrimination against members of the Guild. A strike of freight handlers at Toronto which commenced August 2 was settled upon the appointment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act after the men had been out about a week. A strike of teamster at Montreal affecting about 200 men was adjusted about two days after its occurrence by negotiations between the parties. The other strike reported in this group was that of piermen at Inverness, N.S., who ceased work for only two days.

MISCELLANEOUS.—Two strikes occurred during August affecting 95 employees and involving a time loss of 1,120 working days—hotel and restaurant employees at Vancouver which was settled by mediation after the employees had been out about a week—and labourers at Winnipeg which was unterminated.

INDUSTRIAL DISPUTES DURING AUGUST, 1918

Industry or Occupation	Particulars	No. of employees affected	Time loss in working days
	DISPUTES COMMENCING PRIOR TO AUGUST, 1918.		
LUMBERING:—			
Steam and operating engineers, Vancouver and other places in British Columbia.	Commenced July 2. Demand for shorter hours and increased pay. Most of companies affected conceded men's demands. Work resumed August 1.	50	50
MINES, SMELTERS AND QUARRIES:—			
Coal miners, Entwhistle, Alta.....	Commenced July 19. Demand for increased wages. Settled by arbitration under order of Director of Coal Operations. Work resumed August 5.	125	375
Coal miners, Wayne, Alta.....	Commenced July 19. Men refused to work on screened-coal basis, demanding run-of-mine basis. Company conceded men's demands. Work resumed August 19.	24	360
BUILDING AND CONSTRUCTION:—			
Painters and decorators, Calgary, Alta.....	Commenced June 29. Demand for increased wages and reduction in hours. Settled through negotiaions; partial increase granted. Work resumed August 10.	45	360
Pipefitters, Nobel, Ont.....	Commenced June 29. Demand for increased wages. Unterminated...	30	780
Plumbers and steamfitters, Toronto, Ont.. ..	Commenced July 6. Demand for increased wages. Unterminated....	39	819
METALS, MACHINERY AND CONVEYANCES:—			
Iron shipbuilders, Lauzon, Que.....	Commenced July 26. Demand for reinstatement of dismissed employees and for recognition of International Union. Unterminated.	350	1,750
Machinists, Montreal, Que.....	Commenced March. 23. Demand for increased wages and nine-hour day. Unterminated.	45	1,170
Metal workers, Winnipeg, Man.....	Commenced July 22. Demand for higher wages. Dispute in all shops except three settled by mediation through Provincial Bureau of Labour. Partial increases granted. Work resumed August 31.	1,000	27,000
Steel workers, Sydney, N.S.....	Commenced July 28. For wage increases. Men ceased work for four consecutive Sundays. Work resumed upon appointment of Board of Conciliation under Industrial Disputes Investigation Act.	1,500	15,000
PULP AND PAPER:—			
Pulp, sulphite and paper mill workers, Fort Frances, Ont.	Commenced July 13. Dissatisfaction with award of United States War Labour Board. Settled by negotiations between the parties and by arbitration. Work resumed July 17.	175	.....
Pulp and papermakers, Hawkesbury, Ont.. .	Commenced July 29. For regconition of the Union. Men returned to work August 3, under previous conditions.	100	200

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2.

INDUSTRIAL DISPUTES DURING AUGUST, 1918—(*Continued*)

Industry or Occupation	Particulars	No. of employees affected	Time lost in working days
	DISPUTES COMMENCING PRIOR TO AUGUST, 1918—(*Continued*).		
CLOTHING:—			
Cap makers, Winnipeg, Man.	Commenced July 17. For increased wages and alleged discrimination. Unterminated.	8	104
TEXTILES, CORDAGE AND CARPETS:—			
Knitting mills operatives, Toronto, Ont.	Commenced June 12. Demand for increased wages. Unterminated.	58	1,508
FOODS, TOBACCO AND LIQUORS:—			
Cigarmakers, Toronto and Montreal	Commenced May 16-20. Employees locked out. Unterminated.	300	7,800
Cigarmakers, Hamilton, London & Montreal.	Commenced July 10. Employees at Hamilton presented demand for increased wages and one company operating at Hamilton, London and Montreal closed its factories. General strike or lockout unterminated.	287	5,166
	DISPUTES COMMENCING DURING AUGUST, 1918.		
MINES, SMELTERS AND QUARRIES:—			
Coal miners, Brulé, Alta.	Commenced August 21. Demand for better working conditions. Work resumed August 28.	450	2,700
Coal miners, Sydney, N.S.	Commenced August 21. Demand that mine deputies join the Union. Superintendent informed deputies they could join the Union if they so desired. Work resumed August 26.	1,800	10,800
BUILDING AND CONSTRUCTION:—			
Carpenters, Vancouver, B.C.	Commenced August 1. Demand for increased wages and standardization of wages of house carpenters working outside and in shipyards. Settled through mediation of Department of Labour; partial increase granted. Work resumed August 12.	300	2,700
Painters, Vancouver, B.C.	Commenced August 1. Demand for increased wages. Settled by negotiations between the parties; increase granted. Work resumed August 15.	150	1,200
Plumbers and steamfitters, St. Thomas, Ont.	Commenced August 26. For increased wages. Unterminated.	11	66
METALS, MACHINERY AND CONVEYANCES:—			
Blacksmiths and helpers, Toronto, Ont.	Commenced August 7. For increased wages. Work resumed August 31 upon appointment of Board of Conciliation under Industrial Disputes Investigation Act.	162	3,564
Moulders, St. John, N.B.	Commenced August 17. For increased wages. Settled by negotiations; increases granted. Work resumed August 30.	5	120
WOODWORKING:—			
Millmen, Vancouver, B.C.	Commenced August 1. For increased wages and shorter hours. Settled through mediation of Department of Labour; partial increase granted. Work resumed August 13.	160	1,600
TEXTILES:—			
Textile workers, Hamilton, Ont.	Commenced August 2. Misunderstanding in regard to alleged discharge of an employee. Employees returned under former conditions. Work resumed August 15.	70	700
FOOD, TOBACCO AND LIQUORS:—			
Meat packers, Stratford, Ont.	Commenced August 21. For increase in wages. Increases granted. Work resumed August 23.	39	78
TRANSPORTATION:—			
Freight handlers, Toronto, Ont.	Commenced August 2. Demand for increases in wages and in overtime rates. Men returned upon appointment of Board of Conciliation under Industrial Disputes Investigation Act. Work resumed August 9.	100	650
Street railway employes, Ottawa, Ont.	Commenced August 13. For increased wages and improved conditions. Settled by award of Labour Appeal Board. Partial increase granted. Work resumed August 15.	550	1,100
Teamsters, Montreal, Que.	Commenced August 17. Against dismissal of employee. Settled by negotiations between the parties. Work resumed under former conditions August 22.	200	800
Master mariners and mates, Vancouver and Victoria, B.C.	Commenced August 24. For recognition of the Canadian Merchant Service Guild by the various steamship companies. Settled through mediation of the Dominion Government. Work resumed August 28	425	1,700
Piermen, Inverness, N.S.	Commenced August 16. Misunderstanding concerning foreman who was taken off his regular work. Work resumed August 17.	.....	.....
Wharfmen, Quebec, Que.	Commenced August 1. For increased wages. Unterminated.	160	4,320
MISCELLANEOUS:—			
Hotel and restaurant employees, Vancouver, B.C.	Commenced August 1. For increased wages. Settled by mediation; partial increases granted. Work resumed August 8.	50	400
Labourers, Winnipeg, Man.	Commenced August 14. For increased wages, shorter hours and recognition of the Union. Unterminated.	45	720

SUMMARY OF REPORTS OF THE "WHITLEY COMMITTEE" ON RELATIONS BETWEEN EMPLOYERS AND EMPLOYED IN THE UNITED KINGDOM

DURING the past year the Sub-Committee on Relations between Employers and Employed (the so-called Whitley Committee), a sub-committee of the Reconstruction Committee of the United Kingdom, have issued a number of reports, some of which have already been discussed in the LABOUR GAZETTE. These reports, which relate to different phases of the question of relationship between employers and workers, will be considered in this article under the various heads to which they are relative.

Joint Standing Industrial Councils Proposed

The August, 1917, issue of the GAZETTE (page 570) contained a summary of an "Interim Report on Joint Standing Industrial Councils." (Cd. 8606), in which the Sub-Committee "recommends that His Majesty's Government should propose without delay to the various associations of employers and employed the formation of Joint Standing Industrial Councils in the several industries where they do not already exist, composed of representatives of employers and employed, regard being paid to the various sections of the industry and the various classes of labour engaged."

The April, 1918, issue of the GAZETTE (page 232) contained a summary of a "Second Report on Joint Standing Industrial Councils" (Cd. 9002) in which the Sub-Committee deals more especially with industries in which organization on the part of employers and employed is less completely established than in the industries covered by the previous report, and with industries in which such organization is weak or non-existent. The Second Report contained the following proposals:

"(a) In the more highly organized industries (Group A.) we propose a triple organization of national, district, and workshop bodies, as outlined in our First Report.

"(b) In industries where there are representative associations of employers and employed, which, however, do not possess the authority of those in Group A industries, we propose that the triple organization should be modified, by attaching to each National Industrial Council one, or at the most two representatives of the Ministry of Labour to act in an advisory capacity.

"(c) In industries in both Groups A and B, we propose that unorganized areas or branches of an industry should be provided, on the application of the National Industrial Council, and with the approval of the Ministry of Labour, with Trade Boards for such areas or branches, the Trade Boards being with the Industrial Council.

"(d) In industries having no adequate organization of employers or employed, we recommend that Trade Boards should be continued or established, and that these should, with the approval of the Ministry of Labour, be enabled to formulate a scheme for an Industrial Council, which might include, in an advisory capacity, the 'appointed members' of the Trade Board."

Adoption of Joint Standing Industrial Councils

The above reports are now followed by a "Memorandum by the Minister of Reconstruction and the Minister of Labour" (Cd. 9085) in which it is stated that the proposals contained in the Interim Report (Cd. 8606) as to the formation of Joint Standing Industrial Councils have been adopted by the Government. The Memorandum, however, goes on to say that it has not been found possible to adopt the whole of the recommendations contained in the Second Re-

port (Cd. 9002). The modifications to these recommendations are set out briefly, as follows:

(1) As regards (b) it has been decided to recognize one type of Industrial Council only, and not to attach official representatives to the Council, except on the application of the Industrial Council itself.

"(2) As regards (c) and (d) the relations between Trade Boards and Industrial Councils raise a number of serious administrative difficulties due to the wide differences in the purpose and structure of the two types of bodies. It is not regarded as advisable that a Trade Board should formulate a scheme for an Industrial Council, nor is it probable that Trade Boards for unorganized areas will be set up in conjunction with a Joint Industrial Council."

The Memorandum then proceeds to point out the fundamental differences between Industrial Councils and Trade Boards as constituted under the Trade Boards Act.* It is pointed out, on the one hand, that a Joint Industrial Council is a voluntary organization created by agreement between employers and organized labour, and that its members are nominated by the people most concerned; and, further, that the activities of these councils cover a very wide range and are concerned with many other matters than wages. On the other hand, it is pointed out that a Trade Board is a statutory body established by the Minister of Labour, and that its expenses are defrayed out of public money; also that its personnel, while probably including representatives of both the employers and workers interested, must also include a number of impartial members, appointed by the Government, who are unconnected with the trade; and, further, that the primary function of a trade board is to fix a minimum rate of wages that are enforceable by criminal proceedings.

The proposal to establish Industrial Councils and Works Committees has already been approved by the British Association of Chambers of Commerce and other great inudstrial organizations; and a plan very similar has been adopted by the Admiralty and the Post Office Department. Further, during the month of July alone, five Joint Industrial Councils were established respectively in the furniture trade, the gold, silver and allied trades, the match manufacturing industry, the rubber industry and the silk industry. Enquiries with regard to the formation of Councils are now proceeding in some thirty other industries; and the Ministry of Reconstruction has formed Interim Reconstruction Committees for about twenty other industries, which may finally develop into Joint Industrial Councils.

Representative opinions

It may be of interest to recapitulate some of the arguments for the adoption of Industrial Councils that have been advanced by representatives of Labour and Capital, and by members of the British Government. It has been said that the modern industrial problem is too large for employers alone; that it demands a co-operative effort on the part of the best brains of Labour as well as of Management and Capital. Such a co-operative effort can best be obtained through the establishment of Industrial Councils in every industry; for an industry knows its own needs better than any government or outside body. An Industrial Council will prepare the way for self-government in each industry. Any persons with ideas regarding the better working of trade, better methods of production, new processes, will have a responsible body to whom they can go. The industry as a whole will have an organization for its own improvement; and the control of that organization will rest, not in the hands of a government department, but with the members of the trade itself.

The State, also, will have a definite advantage, inasmuch as it will have a single organization to approach in all matters relating to a particular industry.

*A summary of the new Trade Boards Act, 1918, appears on page 691 of this issue.

Hitherto, no one body has been in a position to speak with authority as to the needs of a given trade. Industrial Councils will tend to greater simplification and ease of working; the old multiplicity of authorities will disappear and the adjustment of questions between an industry and the Government will be more smoothly and rapidly effected. The Minister of Labour, in discussing this point in an open letter to the leading employers' associations and trade unions in Great Britain, said: "I should now like to explain some of the reasons which have made the Government anxious to see Industrial Councils established as soon as possible in the organized trades. The experience of the war has shown the need for frequent consultation between the Government and the chosen representatives of both employers and workmen on vital questions concerning those industries which have been most affected by war conditions. In some instances different Government departments have approached different organizations in the same industry, and in many cases the absence of joint representative bodies which can speak for their industries as a whole and voice the joint opinion of employers and workmen, has been found to render negotiations much more difficult than they would otherwise have been. The case of the cotton trade, where the industry is being regulated during a very difficult time by a Joint Board of Control, indicates how greatly the task of the State can be alleviated by a self-governing body capable of taking charge of the interests of the whole industry. The problems of the period of transition and reconstruction will not be less difficult than those which the war has created, and the Government accordingly feel that the task of rebuilding the social and economic fabric on a broader and surer foundation will be rendered much easier if in the organized trades there exist representative bodies to which the various questions of difficulty can be referred for consideration and advice as they arise. There are a number of such questions on which the Government will need the united and considered opinion of each large industry, such as the demobilisation of the Forces, the resettlement of munition workers in civil industries, apprenticeship (especially where interrupted by war service), the training and employment of disabled soldiers, and the control of raw materials; and the more it is able to avail itself of such opinion the more satisfactory and stable the solution of these questions is likely to be."

Works Committee Recommended

In the reports already referred to, references were made to the establishment of "Works Committees," representative of both management and workers, and appointed from within the works, as an essential part of the organization suggested.

The May, 1918, issue of the GAZETTE (page 306) contained a summary of a "Supplementary Report on Works Committees" (Cd. 9001) which dealt more fully with the proposal to institute such committees.

A further report, entitled "Works Committees.—Report of an Enquiry made by the Ministry of Labour," containing a summary of the experience available with reference to Works Committees has now been issued. This report—which is based upon enquiries from directors, managers, trade union officials, shop stewards, and others concerned with existing committees—contains particulars of some 20 individual works committees, a summary of a district investigation in the engineering and shipbuilding industries, the constitution of joint timekeeping committees at coal mines and at ironworks, three schemes for district or national arrangements of shop committees or shop stewards, and other material. The July issue of the British *Labour Gazette* summarizes the report, in part, as follows:

The report is divided into seven sections. . . . In Section (3) the forms of constitution are analyzed. Joint committees, at least among committees whose range of functions is not strictly limited,

are comparatively rare. "Even when the committee is a joint committee . . . some provision has generally to be made for separate meetings of the representatives of the workers; and, as a rule, works committees appear to be committees of the workers only, with regular facilities for consultation with the management, either at fixed intervals or whenever occasion arises." Later, in section (5), which deals with functions, it is pointed out that "generally we cannot speak of joint committees, if by joint committees we understand joint executive councils acting by the vote of the majority. On the other hand, there are joint committees, if by joint committees we understand deliberative meetings of both sides, always attended by both sides, though often accompanied by separate meetings of the two sides." The composition of the more usual form of works committee—or of the workpeople's side of a committee which is joint in character—follows a variety of methods of which two are distinguished as the principal methods. One of the two is election "by all the workmen employed, each department or shop being treated as a constituency, and returning a number of members perhaps in proportion to its size"; on the other hand, "the committee may be a committee of the shop stewards of the different unions represented in the works, or, in a large works where shop stewards are numerous, a committee elected by the shop stewards"; this is the second main possibility. In practice the first of these methods commonly results, if the works is strongly trade unionist, in a committee, the members of which are all trade unionists, and also, in large part, shop stewards. Apart from these principal methods of election, others found in practice are election by trade union branches, by the whole of the employees in an establishment voting as one constituency, and by occupations or trades. The report states that "wherever it is possible, a committee of shop stewards or trade union representatives would appear to be the best solution."

Procedure is the subject matter of section (4). Some committees have regular meetings with the management at intervals of a week, a fortnight, or a month; in other cases the meetings are not regular, but are held whenever occasion arises. Arguments for and against regularity of meetings are given, and it is "suggested that the main thing is not so much regularity of meetings as what may be called *the principle of the open door.*" If a works committee is to be successful the position of the officials, in particular that of the secretary, is important; the question of freedom of movement about the works is a contentious matter, but "from the experience of several works . . . it would appear that this freedom of movement is found to be an essential condition of the success of a committee"; the remuneration of the secretary for the time, which may be considerable, spent on committee work, is another problem which is solved in a variety of ways in different establishments. Another question of procedure is concerned with the time of meetings; where there are regular meetings with the management they are commonly held during working hours, and the members are often paid their usual rates for the time spent in attendance. Other aspects of procedure which are touched upon include the method of dealing with grievances, the committees' use of "the referendum" (at shop meetings), and such things as the keeping of minutes, the drawing-up of agenda, and the presentation of complaints in writing. Finally "it is important that the representatives of the firm who meet the committee, or (if it is a joint body), sit on the committee, should belong to the highest rank and should include the general works manager (or, if there is one, the labour superintendent), and one or more of the directors"; the members of the firm as well as the workmen gain from this arrangement.

Under Functions, in section (5) in addition to information as to the subjects actually discussed on works committee, some general problems are dealt

with. "Are these functions always consultative or are they sometimes executive? What, again, are the functions of the management and how far may a works committee trench on these functions?" The answer to the first of these questions is that the functions are practically always consultative; at the same time examples of executive powers are given. The relation of works committees to problems of management is discussed at some length; consultation about the appointment of foremen is already in practice. The report concludes, so far as this question is concerned, in this way: "It has already been mentioned that works committees very often discuss the conduct of foremen. The conclusion then reached that such discussion was a desirable function for a committee would appear to involve as a corollary that of consultation about appointments. This latter function would tend to remove the necessity for the former." The appendices indicate the great range of functions undertaken by works committees; these functions may be connected with, among other matters, wages (*e.g.*, the regulation of piece prices or of a collective bonus scheme), hours, dilution, works organization, discipline, disputes, and welfare.

The next section is concerned with the relations of the works committee with the trade unions. The division of jurisdiction appears to be "that general questions of district or national conditions are left to the trade unions, while the works committee deals with either the detailed application of these general rules within the works or with questions entirely peculiar to the works." While, "on the whole . . . the division of jurisdiction is well understood and closely followed," it is observed that difficulties do arise; there is need for careful definition of a works committee's powers in reference to wages. The number of unions with members in the works may be large—in one example in the appendices the number is 26, and this creates a problem in representation.

In summing up, under General Considerations in section (7) the Report states "that works committees have, in the great majority of cases, tended to introduce greater harmony, and, through it, greater efficiency, is proved by the evidence of those concerned in their working."

Compulsory Arbitration not approved of

The Sub-Committee on Relations between Employers and Employed have also issued a report entitled "Report on Conciliation and Arbitration" (Cd. 9099), which definitely opposes any system of compulsory arbitration. "There is no reason to believe," says the report, "that such a system is generally desired by employers and employed, and, in the absence of such general acceptance, it is obvious that its imposition would lead to unrest. . . . For the same reason we do not recommend any scheme relating to conciliation which compulsorily prevents strikes or lock-outs pending inquiry." The Sub-Committee does not wish to see any elaborate system of conciliation and arbitration imposed upon industry in place of the present well-recognized voluntary machinery which exists in so many of the more important trades. On the contrary, emphasis is placed on the advisability of continuing, as far as possible, the present system whereby industries make their own agreements and settle their differences themselves. The report concludes with the following recommendations:

"Where the parties are unable to adjust their differences we think that there should be means by which an independent inquiry may be made into the facts and circumstances of a dispute, and an authoritative pronouncement made thereon, though we do not think that there should be any compulsory power to delay strikes and lockouts.

"We further recommend that there should be established a standing Arbitration Council for cases where the parties wish to refer any dispute to arbitration, though it is desirable that suitable single arbitrators should be available, where the parties so desire."

REPORTS OF EMPLOYMENT OFFICES

DURING July there was an increase of about 3 per cent in the demand for labour on the basis of the daily average of vacancies notified to 110 employment offices (81 commercial, 17 public and 12 philanthropic). As compared with the demand reported for July of last year by practically identical offices there was a decline of almost 20 per cent. The total number of vacancies notified to all offices in July was 40,843, a daily average of 1570.3, as compared with 1525.3 in June, 1918, and with 1950.7 in July, 1917. The number of persons placed was 20,668, a daily average of 788.9 as compared with averages of 696.2 and 805.6 in the preceding month and in July of last year. The proportion of the total vacancies filled to the total vacancies notified was 50.2 per cent as compared with 45.6 per cent in June and with 41.3 in July, 1917.

As to employment for woman and girl workers, the number of vacancies notified was 5,885, a daily average of 228.5, as compared with 273.7 in June and with 276.9 in July, 1917. The number of such workers placed was 2,549, a daily average of 99.1, as compared with 98.9 in June and with 80.0 in the corresponding month of 1917. The proportion of vacancies filled to vacancies notified for men and boys was 51.8 per cent and for women and girls 43.4 per cent, as compared with 47.6 per cent and 34.0 per cent, respectively, for June, and with 44.2 per cent and 28.6, respectively, for July, 1917.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Toronto alone reported increases in the demand for labour both as compared with June, 1918, and with July, 1917. Montreal, Winnipeg and Vancouver recorded declines in both cases, while at Edmonton there was a decrease in comparison with the preceding month, and an increase in comparison with the same period of last year. Of the smaller centres, Ottawa, Fort William and Port Arthur and Regina all showed increases both as compared with June, 1918, and with July, 1917.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 1,731, a daily average of 66.6, as compared with averages of 86.2 in June and 84.9 in July, 1917. The number of casual jobs secured was 4,485, a daily average of 172.5, as compared with averages of 191.2 in the preceding month and 161.1 in July of last year.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED JULY 31, 1918

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation . rmy	**195**	**27**	**1**	...	**223**	**897**	**54**	**2**	**5**	**958**
Halifax	1	...	..	...	1	1	...	..	...	1
St. John	5	...	..	...	5	5	...	..	...	5
Quebec	10	...	..	...	10	10	...	..	...	10
Montreal	35	...	..	...	35	470	...	..	...	470
Ottawa	10	3	..	...	13	10	3	..	...	13
Toronto	62	...	..	...	62	273	...	..	...	273
Hamilton	9	3	..	...	12	13	3	..	...	16
Winnipeg	8	9	..	...	17	9	11	..	...	20
Calgary	25	8	..	...	33	72	31	..	...	103
Edmonton	9	4	1	...	14	13	6	2	5	26
Vancouver	21	...	..	...	21	21	...	..	...	21
Y.M C.A.	...	**127**	..	**155**	**282**	...	**239**	..	**155**	**394**
Sherbrooke	...	8	..	...	8	...	8	..	...	8
Winnipeg	...	7	..	...	7	...	11	..	...	11
Saskatoon	...	75	..	...	75	...	78	..	...	78
Calgary	...	21	..	...	21	...	79	..	...	79
Edmonton	...	6	..	...	6	...	28	..	...	28
New Westminster	...	...	..	155	155	...	...	..	155	155
Victoria	...	10	..	...	10	...	35	..	...	35
Miscellaneous	**458**	**721**	**30**	**17**	**1226**	**989**	**2119**	**8**	**17**	**3133**
Montreal Municipal	55	...	..	...	55	55	...	..	...	55
Montreal Catholic Social Service Guild	2	34	1	...	37	2	34	1	...	37
Montreal Directorate of Female Immigration	...	4	..	...	4	...	4	..	...	4
Toronto Provincial	...	50	..	...	50	...	867	..	...	867
Toronto Municipal	25	...	..	...	25	100	...	..	...	100
Brantford Provincial	27	45	7	17	96	27	45	7	17	96
London Provincial	4	33	..	...	37	4	109	..	...	113
Hamilton Provincial	...	24	..	...	24	...	20	..	...	20
St. Thomas Provincial	23	...	22	...	45	46	34	..	...	80
Winnipeg Municipal	188	206	..	...	394	579	681	..	...	1260
Saskatoon Provincial	4	...	..	...	4	25	...	..	...	25
Vancouver Municipal	130	325	..	...	455	151	325	..	...	476
Total	**653**	**375**	**31**	**172**	**1731**	**1886**	**2412**	**10**	**177**	**4485**
Daily Average:—										
June, 1918	...	...	..	...	**86.2**	...	...	..	...	**191.2**
July, 1918	...	...	..	...	**66.6**	...	...	..	...	**172.5**
July, 1917	...	...	..	...	**84.9**	...	...	..	...	**161.1**

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED JULY 31, 1918.

OFFICES	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average June, 1918	Daily Average July, 1918	Daily Average July, 1917	Men	Women	Boys	Girls	Total	Daily Average June, 1918	Daily Average July, 1918	Daily Average July, 1917
Halifax—Commercial (1)	**11**	**23**	**2**	**3**	**39**	**2.72**	**1.12**	**2.72**	**11**	**23**	**2**	**3**	**39**	**1.68**	**1.12**	**2.72**
St. John—Commercial (1)	**30**	**6**	....	....	**36**	**2.58**	**3.00**	**2.69**	**9**	**1**	....	....	**10**	**.54**	**.83**	**.96**
Quebec—Provincial	**377**	....	**3**	....	**380**	**9.04**	**14.62**	**16.32**	**129**	....	**3**	....	**132**	**6.87**	**5.08**	**7.16**
Sherbrooke	**180**	....	....	**20**	**200**	**6.88**	**7.69**	**4.31**	**52**	....	....	**22**	**74**	**4.17**	**2.85**	**3.20**
Provincial	180	....	....	20	200	6.88	7.69	4.31	52	....	....	22	74	4.17	2.85	3.20
Montreal	**4937**	**179**	....	**4**	**5120**	**201.67**	**196.09**	**421.17**	**2975**	**68**	....	**4**	**3047**	**115.51**	**115.91**	**110.08**
Provincial	530	58	....	....	588	21.04	22.62	34.96	246	20	....	....	266	8.70	10.23	18.80
Municipal	205	11	....	....	216	10.78	8.21	9.52	190	3	....	....	193	10.13	7.42	8.24
Catholic Social Service Guild	....	36	....	4	40	1.88	1.48	1.23	....	28	....	4	32	1.29	1.19	1.08
Directorate of Female Immigration	1	74	....	....	75	2.96	2.78	1.70	1	17	....	....	18	.56	.67	.33
Commercial (10)	4201	....	....	....	4201	165.01	161.00	273.76	2538	....	....	....	2538	94.83	96.40	81.63
Ottawa	**2116**	**82**	**27**	**21**	**2246**	**75.67**	**90.10**	**82.55**	**1358**	**60**	**27**	**1**	**1446**	**46.41**	**55.38**	**38.47**
Provincial	856	58	27	....	941	39.13	36.19	27.93	856	58	27	....	941	39.13	36.19	27.93
Y.W.C.A.	....	24	....	1	25	.84	.96	.65	....	2	....	....	2	.12	.08	.46
Women's Hostel	....	....	....	20	20	1.13	.77	.92	....	....	....	1	1	.10	.04	.27
Commercial (5)	1260	....	....	....	1260	34.57	52.18	53.05	502	....	....	....	502	7.06	19.07	9.81
Toronto	**5197**	**1059**	**112**	**43**	**6411**	**220.03**	**247.46**	**187.50**	**33.07**	**530**	**14**	**3**	**3854**	**133.49**	**148.94**	**97.19**
Provincial	810	627	....	....	1437	50.31	57.36	41.15	645	339	....	....	984	38.54	38.94	21.13
Municipal	1303	....	12	....	1315	46.80	50.58	48.40	928	....	12	....	940	31.48	36.15	14.72
Y.W.C.A.	....	150	....	....	150	11.35	6.25	8.70	....	23	....	....	23	7.95	.96	.57
Commercial (6)	3084	282	100	43	3509	111.57	133.27	89.25	1734	168	2	3	1907	55.52	72.89	60.77
Hamilton—Provincial	**435**	**230**	**8**	**3**	**676**	**39.16**	**26.00**	**14.28**	**83**	**149**	**48**	**11**	**291**	**13.32**	**11.19**	**11.44**
London—Provincial	**134**	**113**	....	**13**	**260**	**12.28**	**10.00**	**9.72**	**134**	**126**	....	....	**260**	**7.68**	**10.00**	**9.08**
Brantford—Provincial	**226**	**79**	....	....	**305**	**5.64**	**11.72**	**12.12**	**186**	**59**	....	....	**245**	**3.84**	**9.42**	**8.16**
Kitchener—Provincial	**34**	....	....	**2**	**36**	**1.52**	**1.38**	**1.36**	**30**	....	....	**2**	**32**	**1.12**	**1.38**	**.96**
St. Thomas—Provincial	**74**	**40**	**8**	....	**132**	**4.20**	**5.28**	**4.16**	**38**	**25**	**7**	....	**70**	**2.04**	**2.80**	**2.11**
Walkerville—Provincial	**83**	....	....	**3**	**86**	**2.24**	**3.31**	**1.54**	**33**	....	....	**3**	**36**	**2.12**	**1.38**	**1.11**
Fort William and Port Arthur—Commercial (5)	**2325**	**8**	**2**	**4**	**2339**	**76.40**	**87.28**	**67.00**	**677**	**2**	....	....	**679**	**18.16**	**25.46**	**12.27**
Winnipeg	**5735**	**1372**	**63**	**71**	**7241**	**295.50**	**274.14**	**392.27**	**2045**	**526**	**28**	**23**	**2622**	**86.39**	**98.82**	**113.85**
Municipal	60	154	....	9	223	10.92	8.58	14.04	45	77	....	7	129	5.35	4.96	7.88
Girls' Home of Welcome	....	20	....	20	40	2.40	1.48	5.38	....	5	....	5	10	.48	.37	1.15
Y.W.C.A.	....	75	....	....	75	3.70	2.90	6.38	....	15	....	....	15	.56	.58	85
Commercial (10)	5675	1123	63	42	6903	278.48	261.18	366.47	2000	429	28	11	2468	80.00	92.91	103.97
Brandon	**360**	**58**	**16**	**54**	**488**	**16.60**	**19.67**	**55.71**	**173**	**17**	....	**10**	**200**	**5.80**	**7.49**	**16.36**
Commercial (3)	360	58	16	54	488	16.60	18.67	55.71	173	17	....	10	200	5.80	7.49	16.36
Regina	**778**	**123**	**20**	**70**	**991**	**29.48**	**39.11**	**33.86**	**586**	**67**	**4**	**28**	**685**	**22.04**	**27.32**	**16.73**
Commercial (4)	778	123	20	70	991	29.48	39.11	33.86	586	67	4	28	685	22.04	27.32	16.73
Saskatoon	**1063**	**134**	**6**	**74**	**1277**	**34.92**	**48.85**	**100.95**	**656**	**35**	**1**	**23**	**715**	**23.23**	**27.45**	**46.06**
Provincial	273	20	....	....	293	13.36	11.26	17.42	200	8	....	....	208	10.12	8.00	10.08
Y.W.C.A.	....	60	....	60	120	5.52	4.44	5.31	....	15	....	23	38	1.08	1.41	1.00
Commercial (3)	790	54	6	14	864	16.04	33.15	78.22	456	12	1	....	469	12.03	18.04	34.97
Calgary	**1593**	**246**	**39**	**131**	**2009**	**78.24**	**77.66**	**178.12**	**1333**	**97**	**21**	**26**	**1477**	**49.08**	**54.96**	**131.17**
Y.W.C.A.	....	91	....	....	91	2.08	3.37	3.38	....	20	....	....	20	.12	.74	.38
Commercial (6)	1593	155	39	131	1918	76.16	74.29	174.74	1333	77	21	26	1457	48.96	54.22	130.79
Edmonton	**4779**	**380**	**47**	**116**	**5322**	**210.68**	**202.59**	**153.53**	**1459**	**179**	**9**	**5**	**1652**	**45.96**	**62.34**	**63.07**
Y.W.C.A.	....	62	....	3	65	2.76	2.50	2.84	....	17	....	....	17	.16	.65	.72
Commercial (10)	4779	318	47	113	5257	207.92	200.09	150.69	1459	162	9	5	1635	45.80	61.69	62.35
New Westminster	**47**	**18**	....	....	**65**	**1.71**	**4.19**	**4.44**	**20**	....	....	....	**20**	**.80**	**.77**	**4.08**
Municipal	47	8	....	....	55	.83	3.79	1.44	20	....	....	....	20	.38	.77	1.08
Y.W.C.A.	....	10	....	....	10	.88	.40	3.00	....	....	....	....	....	.42	.....	3.00
Vancouver	**3927**	**509**	**21**	**300**	**4757**	**184.56**	**182.38**	**183.84**	**2546**	**274**	**11**	**75**	**2906**	**100.10**	**111.27**	**103.37**
Municipal	56	60	....	....	116	4.92	4.46	6.48	56	11	....	....	67	3.42	2.58	4.40
Commercial (10)	3871	449	21	300	4641	179.64	177.92	177.36	2490	263	11	75	2839	96.68	108.69	100.97
Victoria	**131**	**216**	**12**	**78**	**437**	**13.56**	**16.66**	**19.58**	**99**	**48**	**5**	**24**	**176**	**5.88**	**6.72**	**4.96**
Y.W.C.A.	....	68	....	....	68	3.00	2.62	1.80	....	10	....	....	10	.28	.38	.20
Commercial (7)	131	148	12	78	369	10.56	14.04	11.78	99	38	5	24	166	5.60	6.34	4.76
Total (23 centres)	**34572**	**4875**	**386**	**1010**	**40843**	**1525.28**	**1570.30**	**1950.74**	**17939**	**2286**	**180**	**263**	**20668**	**696.23**	**788.88**	**805.56**

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades as indicated by the value of building permits issued in 35 cities showed a decline during August as compared with the previous month, the total value of building permits falling from $5,863,834 in July to $5,018,092 in August, a decrease of $845,742, or 14.4 per cent. All the provinces except New Brunswick, Ontario and Alberta showed increases. As compared with the corresponding month of 1917, there was a gain of 55.2 per cent, the value for August, 1917, being $3,233,922. In this comparison New Brunswick was the only province to indicate a decline, while especially noteworthy gains were recorded in Nova Scotia, Alberta and British Columbia.

Of the larger cities, Montreal-Maisonneuve, Winnipeg and Vancouver reported increases both as compared with the preceding month and with August, 1917, while at Toronto there was a decline in comparison with July, but a gain over August of last year. Of the smaller centres, Halifax, Brantford, Hamilton, Regina and Calgary, all showed large increases in both comparisons.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	July, 1918	August, 1918	August, 1917	August, 1918, compared with July, 1918 Increase (+) Decrease (—) Amount	Per cent	August, 1918, compared with August, 1917 Increase (+) Decrease (—) Amount	Per cent
Nova Scotia	**$419,652**	**$605,485**	**$167,558**	**+ 185,833**	**+ 44.28**	**+ 437,927**	**+ 261.36**
Halifax	388,158	560,767	126,608	+ 172,609	+ 44.47	+ 434,159	+ 342.91
Sydney	31,494	44,718	40,950	+ 13,224	+ 41.99	+ 3,768	+ 9.20
New Brunswick	**106,473**	**4,500**	**22,595**	**— 101,973**	**— 95.81**	**— 18,095**	**— 80.84**
Moncton	19,475	4,500	11,895	— 14,975	— 76.89	— 7,395	— 62.17
St. John	86,998	.....	10,700	— 86,998	.....	— 107.00	.....
Quebec	**1,088,070**	**1,265,366**	**876,030**	**+ 177,296**	**+ 16.29**	**+ 389,336**	**+ 44.44**
Montreal-Maisonneuve	610,045	1,058,268	307,868	+ 448,223	+ 73.47	+ 750,400	+ 243.74
Quebec	236,875	85,873	521,418	— 151,002	— 63.75	— 435,545	— 83.53
Sherbrooke	50,000	54,000	7,900	+ 4,000	+ 8.00	+ 46,100	+ 583.54
Three Rivers	85,300	52,750	27,075	— 32,550	— 35.81	+ 25,675	+ 94.83
Westmount	105,850	14,475	11,769	— 91,375	— 86.13	+ 2,706	+ 22.99
Ontario	**3,404,716**	**2,037,053**	**1,573,857**	**— 1,367,663**	**— 40.17**	**+ 463,196**	**+ 29.43**
Brantford	105,045	202,290	10,975	+ 97,245	+ 92.57	+ 191,315	+ 1,743.19
Fort William	104,930	7,400	262,190	— 97,530	— 92.09	— 254,790	— 97.18
Guelph	7,565	2,480	9,525	— 5,085	— 67.22	— 7,045	— 73.96
Hamilton	168,780	392,194	78,375	+ 223,414	+ 132.37	+ 313,819	+ 400.41
Kingston	67,182	34,542	17,947	— 32,640	— 48.58	+ 16,595	+ 92.47
Kitchener	54,000	76,480	32,390	+ 22,480	+ 41.63	+ 44,090	+ 136.12
London	48,685	55,760	31,255	+ 7,075	+ 14.53	+ 24,505	+ 78.43
Ottawa	1,610,830	188,810	67,750	— 1,422,020	— 88.28	+ 121,060	+ 178.69
Peterborough	9,005	11,115	3,540	+ 2,110	+ 23.43	+ 7,575	+ 213.98
Port Arthur	9,504	3,638	7,290	— 5,866	— 61.72	— 3,652	— 50.10
Stratford	4,189	23,524	36,311	+ 19,335	+ 461.56	— 12,787	— 35.18
St. Catharines	41,658	62,580	79,003	+ 20,922	+ 50.22	— 16,423	— 20.79
St. Thomas	455	9,945	10,415	+ 9,490	+ 2,085.71	— 470	— 4.51
Toronto	1,094,278	937,405	850,801	— 156,873	— 14.34	+ 86,604	+ 10.79
Windsor	78,610	28,890	76,090	— 49,720	— 63.25	— 47,200	— 62.03
Manitoba	**240,700**	**413,885**	**251,618**	**+ 173,185**	**+ 71.95**	**+ 162.267**	**+ 64.49**
Brandon	13,550	31,535	29,368	+ 17,985	+ 132.73	+ 2,167	+ 7.38
Winnipeg	227,150	382,350	222,250	+ 155,200	+ 68.32	+ 160,100	+ 72.04
Saskatchewan	**271,385**	**285,570**	**237,020**	**+ 14,185**	**+ 5.23**	**+ 48,550**	**+ 20.48**
Moose Jaw	71,950	14,570	51,250	— 57,380	— 79.74	— 36,680	— 71.57
Regina	53,300	237,100	164,670	+ 183,800	+ 344.83	+ 72,430	+ 43.98
Saskatoon	146,135	33,900	21,100	— 112,235	— 76.80	+ 12,800	+ 60.66
Alberta	**195,950**	**134,200**	**36,700**	**— 61,750**	**— 31.51**	**+ 97,500**	**+ 265.67**
Calgary	45,000	127,000	27,000	+ 82,000	+ 182.22	+ 100,000	+ 370.37
Edmonton	150,950	7,200	9,700	— 143,750	— 95.23	— 2,500	— 25.77
British Columbia	**139,888**	**272,033**	**68,544**	**+ 132,145**	**+ 94.46**	**+ 203,489**	**+ 296.87**
New Westminster	5,860	39,650	4,915	+ 33,790	+ 576.62	+ 34,735	+ 706.71
Vancouver	132,153	216,313	54,424	+ 84,160	+ 63.68	+ 161,889	+ 297.46
Victoria	1,875	16,070	9,205	+ 14,195	+ 757.06	+ 6,865	+ 74.58
Total—35 cities	**$5,863,834**	**$5,018,092**	**$3,233,922**	**— $845,742**	**— 14.42**	**+ $1,784,170**	**+ 55.17**

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

REPORTS from fifteen cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in August showed a decrease of not quite 1 per cent in the number of workers and an inconsiderable increase in the wages paid in comparison with July. In August, 1918, 7,757 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to $290,503.95 as compared with 7,832 employees and an aggregate pay-roll of $290,475.67 in July. In comparison with the same period of last year, declines of about 20 per cent in the number of persons engaged and of slightly over 4 per cent in the wages paid, are indicated, there being 9,702 employees with a total pay-roll of $302,515.00 in the first two weeks in August, 1917.

Montreal, Ottawa, Toronto, Winnipeg and Calgary reported increases in the number of employees as compared with July, while in comparison with August, 1917, Regina alone showed a gain. As to wages, at Toronto, Saskatoon, Calgary and Vancouver, the pay-rolls were larger than in July, 1918, and in only six cities—Toronto, London, Saskatoon, Calgary, Edmonton and Vancouver—were they smaller than in August, 1917. This increase over last year is not entirely due to civic employment being more permanent last month, but also to increases in the rates of wages paid by several cities.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS. AUGUST 1918, COMPARED WITH JULY, 1918, AND WITH AUGUST, 1917.

City.	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	July, 1918	August, 1918	August, 1917	July, 1918	August, 1918	August, 1917
St. John	389	310	328	$11,037.49	$9,957.21	$9,441.01
Montreal	2,363	2,402	2,663	84,675.49	77,068.36	75,281.07
Ottawa	385	398	402	15,908.24	15,884.02	11,321.57
Toronto	1,109	1,160	1,995	32,985.12	45,569.91	57,558.16
Hamilton	462	462	516	18,840.90	18,359.82	18,201.13
London	266	223	397	8,906.24	7,774.72	12,142.22
Winnipeg	596	641	735	24,493.36	24,364.45	23,594.13
Brandon	69	57	71	2,110.57	2,034.56	2,004.70
Regina	431	369	325	19,760.60	16,035.65	11,394.33
Moose Jaw	108	106	111	5,074.91	5,034.21	4,117.95
Saskatoon	234	233	332	10,154.59	10,795.02	12,757.97
Calgary	330	333	481	13,189.00	14,302.05	18,059.17
Edmonton	357	354	468	14,015.25	12,477.73	16,128.33
Vancouver	475	475	626	17,346.25	18,450.56	19,879.43
Victoria	258	234	252	11,593.22	10,947.53	10,633.83
Total	7,832	7,757	9,702	$290,475.67	$290,503.95	$302,515.00

FAIR WAGES CONTRACTS, AUGUST, 1918

DURING August the Department of Labour received for insertion in the LABOUR GAZETTE information relative to 19 fair wage contracts, 16 of which were awarded by the Department of Public Works, and the remaining three by the Department of Railways and Canals. All but two of the contracts contained the usual fair wage clause, a fair wage schedule being contained in the other two.

DEPARTMENT OF PUBLIC WORKS. — Repairs and placing additional ballast in No. 7 wharf, St. John Harbour, West St. John, N.B. Name of contractors, J. E. Kane & W. R. Ring, St. John, N.B. Date of contract, August 28, 1918. Amount of contract, unit prices.

DEPARTMENT OF PUBLIC WORKS. — Construction of Detention Cell Building, Mellville Island, Halifax, N.S. Name of contractors, M. E. Keefe Construction Company, Ltd., Halifax, N.S. Date of contract, August 27, 1918. Amount of contract, $5,858.00.

DEPARTMENT OF PUBLIC WORKS. — Electric wiring at Orthopaedic Hospital, Toronto, Ont. Name of contractors, Harris & Marson Electric Company, Toronto, Ont. Date of contract, August 21, 1918. Amount of contract, $19,-219.37.

DEPARTMENT OF PUBLIC WORKS. — Heating and plumbing at Orthopaedic Hospital, Toronto, Ont. Name of contractors, Purdy, Mansell, Ltd., Toronto, Ont. Date of contract, August 21, 1918. Amount of contract, $79,044.00.

DEPARTMENT OF PUBLIC WORKS. — Construction of Military Garage, Toronto, Ont. Name of contractor, Wm. Williamson, Toronto, Ont. Date of contract, August 15, 1918. Amount of contract, $13,405.00.

DEPARTMENT OF PUBLIC WORKS. — Supply and delivery of special castings, flanged, for Quarantine Station, William Head, B.C. Name of contractors, Canada Iron Foundries, Ltd., Montreal, Que. Date of contract, July 29, 1918. Amount of contract, per net ton, $220.00.

DEPARTMENT OF PUBLIC WORKS. — Supply and delivery of special castings hub and spigot for Quarantine Station, William Head, B.C. Name of contractors, Canada Iron Foundries, Ltd., Montreal, Que. Date of contract, July 29, 1918. Amount of contract, per net ton, $170.00.

DEPARTMENT OF PUBLIC WORKS. — Dredging in the Eastern Channel, River St. Maurice, Three Rivers, Que. Name of contractors, The Laurin & Leitch Engineering & Construction Company, Ltd., Montreal, Que. Date of contract, July 27, 1918. Amount of contract, Class "A," $4.00 per cu. yd.; Class "B," $0.18½ per cu. yd.

DEPARTMENT OF PUBLIC WORKS. — Interior fittings in Military Hospital Building, Ste. Anne de Bellevue, Que. Name of contractors, Jas. Davidson's Sons & Grant Powley Davidson, Ottawa, Ont. Date of contract, August 15, 1918. Amount of contract, $11,665.00.

DEPARTMENT OF PUBLIC WORKS. — Heating of Recreation and Vocational Building, Military Hospital, Fredericton, N.B. Name of contractors, D. J. Shea & Son, Fredericton, N.B. Date of contract, August 9, 1918. Amount of contract, $5,814.00.

DEPARTMENT OF PUBLIC WORKS. — Heating apparatus and plumbing in County Military Hospital, St. John,

N.B. Name of contractor, R. E. Fitzgerald, St. John, N.B. Date of contract, August 10, 1918. Amount of contract, $6,780.00.

DEPARTMENT OF PUBLIC WORKS. — Electrical wiring to Recreation & Vocational Building (Military Hospital), Fredericton, N.B. Name of contractors, The Vaughan Electric Company, Ltd., St. John, N.B. Date of contract, August 8, 1918. Amount of contract, $2,475.00.

DEPARTMENT OF PUBLIC WORKS. — Supply and delivery of all necessary cast iron pipes required to complete water service at Quarantine Station, William Head, B.C. Name of contractors, National Iron Corporation, Ltd., Toronto, Ont. Date of contract, July 29, 1918. Amount of contract, per net ton of cast iron pipes supplied and delivered, $87.50.

DEPARTMENT OF PUBLIC WORKS. — Construction of Temporary Barracks, Halifax (North Common), N.S. Name of contractors, Bate, McMahon Maritime Company, Ltd., Ottawa, Ont. Date of contract, August 13, 1918. Amount of contract, $169,900.00.

DEPARTMENT OF PUBLIC WORKS. — Repairs to pier, Burlington Channel, Ont. Name of contractors, J. W. McAllister & J. Taylor, Hamilton, Ont. Date of contract, August 22, 1918. Amount of contract, unit prices.

Trade or Class of Labour	Rates of Wages. Not less than the following rate:
Carpenters	60 cents per hour, 8 hours per day.
Blacksmith	40 cents per hour, 9 hours per day.
Blacksmiths' helpers	35 cents per hour, 9 hours per day.
Ordinary labourers	35 cents per hour, 9 hours per day.
Driver with 1 horse and cart	$4.50 per day of 10 hours.
Driver with 2 horses and wagon	$6.00 per day of 10 hours.

DEPARTMENT OF PUBLIC WORKS. — Construction of new Dominion Government Office Building, Ottawa, Ont. Name of contractors, Bate, McMahon Co., Ltd., Ottawa, Ont. Date of contract, August 13, 1918. Amount of contract, $1,000,969.00.

Trade or Class of Labour	Rate of Wages. Not less than the following rate:
Carpenters	50 cents per hour, 9 hours per day.
Concrete workers	35 " " " 9 " "
Stonecutters	65 " " " 8 " "
" planermen	65 " " " 8 " "
" diamond saw	55 " " " 9 " "
" gang saw	55 " " " 9 " "
Stonesawyers' helpers	45 " " " 9 " "
Stone setters	65 " " " 8 " "
Stonesetters' helpers	40 " " " 9 " "
Bricklayers	65 " " " 8 " "
Hoist engineers	50 " " " 9 " "
Mixer engineers	45 " " " 9 " "
Derrick engineers	55 " " " 9 " "
Blacksmiths	45 " " " 9 " "
Steel erectors	45 " " " 9 " "
Steel erectors riveters	45 " " " 9 " "
Riggers	45 " " " 9 " "
Cement finishers	45 " " " 9 " "
Asphalt workers	40 " " " 9 " "
Sheet metal workers	45 " " " 9 " "
Felt and gravel roofers	40 " " " 9 " "
Electricians	45 " " " 9 " "
Steamfitters	50 " " " 8 " "
Plumbers	50 " " " 8 " "
Marble setters	50 " " " 9 " "
Tile setters	50 " " " 9 " "
Plasterers, plain	50 " " " 9 " "
Plasterer, ornamental	60 " " " 9 " "
Metal lathers	55 " " " 9 " "
Painters and glaziers	40 " " " 9 " "
Ordinary labourers	35 " " " 9 " "
Builders' and plasterers' labourers	40 " " " 9 " "
Watchman for engines	40 " " " 12 " "
Rock drillers	45 " " " 9 " "
Toolsmiths	55 " " " 9 " "
Toolsmiths' helpers	40 " " " 9 " "
Masons' pointers	65 " " " 8 " "
Driver with one horse and cart	$4.00 per day of 9 hours.
Driver with two horses and wagon	$6.75 per day of 9 hours.

Carpenters are asking 55 cents, which will probably be established, the Corporation of Ottawa having granted this rate.

DEPARTMENT OF RAILWAYS AND CANALS. — Construction of twenty-one section houses on the Transcontinental Railway of the Canadian Government Railways between Moncton, on the Eastern Lines, and Graham, on the Western Lines. Name of contractors, Doran & Devlin, Ottawa, Ont. Date of contract, August 17, 1918. Amount of contract, $82,748.00.

DEPARTMENT OF RAILWAYS AND CANALS. — Construction of fourteen single section houses, C.G.R. type, and five double cottages, C.G.R. type, on the Transcontinental Railway of the Canadian Government Railways (Western Lines) between Graham and Winnipeg and on the Lake Superior Branch. Name of contractors, Doran & Devlin, Ottawa, Ont. Date of contract, August 21, 1918. Amount of contract, $96,800.00.

DEPARTMENT OF RAILWAYS AND CANALS. — Construction of concrete baffle on the sea wall approach to the car ferry landing at Port Borden, P.E.I. Name of contractors, Lynch, Peckman & Gorman, Cape Tormentine, County of Westmorland, N.B. Date of contract, August 21, 1918. Amount of contract, $7.00 per cu. yd. of concrete placed and cost plus 10 per cent for certain other work.

POST OFFICE DEPARTMENT. — The following is a statement of payments made in July for supplies ordered by the Post Office Department subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages and the performance of work under sanitary conditions:

Nature of Orders.	Amount of Orders
Repairing mail bags	$1,345.57
Supplying mail bag fittings	4,366.35
Supplying stamping material	560.13
Making and repairing rubber stamps	14.87
Making metal dating stamps and type and making other hand stamps and brass crown seals	848.21
Repairing scales	43.50
Repairing mail clerk's tin boxes and steel portable boxes	71.50
Making and supplying articles of official uniforms	11,788.97
Repairing parcel post hampers	16.55
Repairing miscellaneous articles of postal stores	43.55

FURTHER REGULATIONS AFFECTING WESTERN COAL MINES*

IN accordance with the findings of the Commission appointed to inquire every four months into the cost of living in western coal fields, Mr. W. H. Armstrong, the Director of Coal Operations for the mines in southeastern British Columbia and southwestern Alberta, has ordered that all employees of the coal mines in District 18 shall receive an increase of wages of 25 cents per day, dating from August first.

During the month a dispute arose at the Kipp mines of the North American Collieries, Ltd., Coalhurst, regarding the contract rate for the erection of timber for ribbing in stump other than of size 4 inches by 6 inches, for which the rate is 24 cents per set. The Director has ordered that when round timber is used in this work, 48 cents per set shall be paid; also that when 3 inch by 5 inch sets are used the rate of 15 cents per set shall apply. These rates were made retroactive from April first.

A dispute arose at the mines of the Hillcrest Collieries, Ltd. The employees claimed that for driving a new air course they should be paid at counter entry rates, instead of at gangway prices. The Director ordered that in this particular case counter rates should apply, but that deductions should be made for the cubic contents of the cross cut which had already been driven.

In connection with a dispute at the Bellevue Mines of the West Canadian Collieries, Ltd., regarding payment for drawing pillars where a barrier is left to support an adjoining entry, the Director ordered that as such a condition entails more work than ordinarily obtains in drawing pillars, the rate of 56 cents per ton shall be paid instead of the usual rate of 52 cents. This rate was made retroactive from April first.

In connection with a previous order in reference to machine mining at the Pembina mine of the North American Collieries, Evansburgh, Alberta, the Director has now ordered that in the clause relating to runners and runners' helpers the words "where places ordered driven over 12 feet and under 20 feet—yardage to be paid proportionately less" shall be eliminated; also that in addition to the differential of 13½ per cent for Jeffery machine runners and helpers, the same shall apply to the

*See August issue, 1918, page 635, and various preceding issues.

Sullivan iron clad machine, No. C.E. 7. Under the head of loaders' narrow work, the clause yardage is eliminated and the following substituted: "Yardage 72 cents per yard. If gobbing is ordered to be loaded out in cars, to be paid at the rate of 60½ cents per cut or 60½ cents shall be paid for gobbing a 6 foot cut."

The employees of the Bankhead mine complained of the rate being paid for contract work in B level cross cuts in No. 2 seam. These cross cuts were being driven ten feet wide instead of eight feet as provided for in the Tentative Agreement. The Director was of the opinion that a rate should be established for this class of work and decided that the rate for ten foot cross cuts shall be $7.07 per lineal yard. This decision, however, is not to be considered as setting a precedent.

Certain employees working in No. 0000 seam at the Bankhead mine complained regarding the rate paid for breasts that have been narrowed from the usual width of 20 feet down to 10 feet. The men contended that at these places they should be paid the chute rate, which is $4.24 per lineal yard. The Director upheld the men in their contention and ordered that the $4.24 rate shall be paid in breasts where same have been narrowed down to ten feet.

In the Drumheller coal field the Director has ordered that the following pick mining rates shall be in effect up to March 31, 1919:—Run of mine: entry cross cuts, room necks and room cross cuts, 97 cents per ton; yardage, $1.21 per lineal yard; rooms and pillars, 97 cents per ton. Screened coal: entry cross cuts, room necks and room cross cuts, $1.25 per ton; yardage, $1.21 per lineal yard; rooms and pillars, $1.25 per ton.

AMENDMENTS TO THE McADOO AWARD IN THE UNITED STATES

THE June issue of the GAZETTE (pages 432-439) printed the greater part of the text of General Order No. 27 of the Director General of Railroads—now generally known as the McAdoo Award—fixing wages of railroad employees in the United States. There were named in the General Order 165 railroads to which the Order would immediately apply, and it was stated that "such other railroads as may be retained in Federal Control on July 1, 1918," would be subsequently added by order to the list. It was also stated that the Pullman Company would be added, if it should be decided to retain it in Federal Control.

Since the Order was promulgated, amendments to it have been made in the form of supplementary orders, and this article deals with the four supplementary orders to the General Order, which have been passed up to the present time.

Supplementary Orders

Supplementary Order No. 1 provides that for positions created since December, 1915, and for wage increases granted by arbitration since that date, the wages will be readjusted so as to conform to the basis established in the McAdoo Award for positions of similar scope or responsibility.

Supplementary Order No. 2 provides that the McAdoo Award shall apply to the operating department of the Pullman Company, except that on account of the peculiar character of the employment of conductors, porters, and maids, it is impracticable to apply a basic eight-hour day to such service. With respect to conductors, porters and maids, therefore, it is ordered that wage increases shall be upon the monthly wages basis given in section A, but that the basic eight-hour day shall not be applicable thereto.

Supplementary Order No. 3 names 382 additional railroads in the United

States to which the McAdoo Award shall apply.

Supplementary Order No. 4, which provides minimum rates and wage increases for employees of the mechanical departments of the railroads, supersedes the rates, increases and other conditions established by the General Order for this class of employees. The minimum rates, etc., specified in the Supplementary Order may be summarized as follows:

1. Machinists, boilermakers, blacksmiths, sheet metal workers, moulders and first-class electrical workers, 68 cents per hour.
2. Car men and second-class electrical workers, 58 cents per hour.
3. Helpers, 45 cents per hour.
4. Foremen, paid on hourly basis, 5 cents per hour more than respective crafts.
5. Foremen, paid on monthly basis, increases $40.00 per month, minimum $155 and maximum $250.
6. New rates are retroactive to January 1, 1918.
7. Beginning August 1, 1918, eight-hour day, with time and one-half for overtime, Sunday work, and seven specified holidays.
8. Payments of back pay will be made just as soon as they can be calculated.

The full text of the Supplementary Order follows:

Text of Supplementary Order No. 4

In the matter of wages, hours and other conditions of employment of employees in the mechanical department (specified herein) of the railroads under Federal control, it is hereby ordered:

ARTICLE I.—CLASSIFICATION OF EMPLOYEES.

SECTION 1. Machinists.—Employees skilled in the laying out, fitting, adjusting, shaping, boring, slotting, milling, and grinding of metals used in building, assembling, maintaining, dismantling, and installing locomotives and engines (operated by steam or other power), pumps, cranes, hoists, elevators, pneumatic and hydraulic tools and machinery, scale building, shafting and other shop machinery; ratchet and other skilled drilling and reaming, tool and die making, tool grinding and machine grinding, axle, wheel and tire turning and boring; engine inspecting; air equipment, lubricator and injector work; removing, replacing, grinding, bolting and breaking of all joints on superheaters, oxy-acetylene, thermit and electric welding on work generally recognized as machinists' work; the operation of all machines used in such work, including drill presses and bolt threaders using a facing, boring, or turning head or milling apparatus, and all other work generally recognized as machinists' work.

1 (a). Machinist apprentices.—Include regular and helper apprentices in connection with the above work.

1 (b). Machinist helpers.—Employees assigned to help machinists and apprentices. Operators of all drill presses and bolt threaders not equipped with a facing, boring or turning head or milling apparatus, bolt pointing and centering machines, wheel presses, bolt threaders, nut tappers and facers; cranemen helpers, tool-room attendants, machinery oilers, box packers and oilers; the applying of couplings between engines and tenders, locomotive tender and draft rigging work, except when performed by carmen.

SECTION 2. Boilermakers.—Employees skilled in laying out, cutting apart, building or repairing boilers, tanks and drums, inspecting, patching, riveting, chipping, caulking, flanging, and flue work; building, repairing, removing and applying steel cabs and running boards; laying out and fitting up any sheet iron or sheet steel work made of 16 gauge or heavier, including fronts and doors; grate and grate rigging, ash pans, front and netting and diaphragm work engine tender steel underframe and steel tender truck frames, except where other mechanics perform this work; removing and applying all stay bolts, radials, flexible caps, sleeves, crown bolts, stay rods and braces in boilers, tanks and drums, applying and removing arch pipes; operating punches and shears for shaping and forming, pneumatic stay bolt breakers, air rams and hammers; bull, jam and yoke riveters; boilermakers' work in connection with building and repairing of steam shovels, derricks, booms, housings, circles and coal buggies; eyebeam, channel iron, angle iron and tee iron work; all drilling, cutting and tapping, and operating rolls in connection with boilermakers' work; oxy-acetylene, thermit and electric welding, on work generally recognized as boilermakers' work; and all other work generally recognized as boilermakers' work.

2 (a). Boilermaker apprentices.—Include regular and helper apprentices in connection with the above.

2 (b). Boilermaker helpers.—Employees assigned to help boilermakers and their apprentices. Operators of drill presses and bolt cutters in the boiler shop, punch and shear operators (cutting only bar stock and scrap).

SECTION 3. Blacksmiths.—Employees skilled in welding, forging, shaping, and bending of metal; tool dressing and tempering; spring making, tempering, and repairing; potashing, case and bichloride hardening; flue welding under blacksmith foreman; operating furnaces,

bulldozers, forging machines, drop-forging machines, bolt machines, and Bradley hammers; hammersmiths, drop hammermen, trimmers, rolling mill operators; operating punches and shears doing shaping and forming in connection with blacksmiths' work; oxy-acetylene, thermit and electric welding on work generally recognized as blacksmiths' work, and all other work generally recognized as blacksmiths' work.

3 (a). Blacksmith apprentices.—Include regular and helper apprentices in connection with the above.

3 (b). Blacksmith helpers.—Employees assigned to helping blacksmiths and apprentices; heaters, hammer operators, machine helpers, drill-press and bolt-cutter operators, punch and shear operators (cutting only bar stock and scrap), in connection with blacksmiths' work.

SECTION 4. Sheet metal workers.—Sheet metal workers shall include tinners, coppersmiths, and pipe fitters employed in shop yards and buildings and on passenger coaches and engines of all kinds, skilled in the building, erecting, assembling, installing, dismantling and maintaining parts made of sheet copper, brass, tin, zinc, white metal, lead, and black planished and pickeled iron of less than 16 gauge, including brazing, soldering, tinning, leading, and babbitting; the bending, fitting, cutting, threading, brazzing, connecting, and disconnecting of air, water, gas, oil, and steam pipes; the operation of babbitt fires and pipe-threading machines; oxy-acetylene, thermit, and electric welding on work generally recognized as sheet metal workers' work, and all other work generally recognized as sheet metal workers' work.

4 (a). Sheet metal worker apprentices.—Include regular and helper apprentices in connection with the above.

4 (b). Sheet metal worker helpers.—Employees regularly assigned as helpers to assist sheet metal workers and apprentices.

SECTION 5. Electrical workers, first-class.—Employees skilled in repairing, rebuilding, installing, inspecting, and maintaining the electric wiring of generators, switchboards, motors and control, rheostats and control, static and rotary transformers, motor generators, electric headlights and headlight generators; electric welding machines, storage batteries and axle lighting equipment; pole lines and supports for service wires and cables, catenary and monorail conductors and feed wires, overhead and underground; winding armatures, fields, magnet coils, rotors, stators, transformers and starting compensators; all outside and inside wiring in shops, yards, and on steam and electric locomotives, passenger train and motor cars, and include wiremen, armature winders, switchboard operators, generator attendants, motor attendants, sub-station attendants, electric crane operators for cranes of 40 tons capacity or over; cable splicers, linemen and groundmen, signalmen and signal maintainers, where handling wires and apparatus carrying 240 volts or over, or in dense traffic zones, and all other work properly recognized as first-class electrical workers' work.

5 (a). Electrical workers, second class.—Operators of electric cranes of less than 40 tons capacity; linemen and groundmen, signalmen and signal maintainers, where handling wires and apparatus carrying less than 240 volts, and in normal traffic zones, and all other work properly recognized as second-class electrical workers' work.

5 (b). Electrical worker apprentices.—Include regular and helper apprentices in connection with the above.

5 (c). Electrical worker helpers.—Employees regularly assigned as helpers to assist electrical workers and apprentices, including electric lamp trimmers who do no mechanical work.

SECTION 6. Carmen.—Employees skilled in the building, maintaining, dismantling, painting, upholstering, and inspecting of all passenger and freight train cars, both wood and steel; planing mill, cabinet and bench carpenter work, pattern and flask making, and all other carpenter work in shop and yards; carmen's work in building and repairing motor cars, lever cars, hand cars, and station trucks; building, repairing, removing, and applying locomotive cabs, pilots, pilot beams, running boards, foot and headlight boards, tender frames and trucks; pipe and inspection work in connection with air-brake equipment on freight cars; applying patented metal roofing; repairing steam-heat hose for locomotives and cars; operating punches and shears doing shaping and forming, hand forges and heating torches, in connection with carmen's work; painting, varnishing, surfacing, lettering, decorating, cutting of stencils and removing paint; all other work generally recognized as painters' work under the supervision of the locomotive and car departments; joint car inspectors, car inspectors, safety appliance, and train-car repairers, wrecking derrick engineers, and wheel-record keepers; oxy-acetylene, thermit and electric welding on work generally recognized as carmen's work; and all other work generally recognized as carmen's work.

6 (a). Carmen apprentices.—Include regular and helper apprentices in connection with the above.

6 (b). Carmen helpers.—Employees regularly assigned to help carmen and apprentices; car oilers and packers, material carriers, and rivet heaters; operators of bolt threaders, nut tappers, drill presses, and punch and shear operators (cutting only bar stock and scrap).

SECTION 7. Moulders.—Include moulders, cupola tenders, and core makers.

7 (a). Moulder apprentices.—Include regular and helper apprentices in connection with the above.

7 (b). Moulder helpers.—Employees regularly assigned to help moulders, cupola tenders, core makers and their apprentices.

ARTICLE II.—RATES AND METHOD OF APPLICATION.

SECTION 1. For the above classes of employees (except carmen, second-class electrical workers, and all apprentices and helpers), who have had four or more years' experience and who were on January 1, 1918, receiving less than 55 cents per hour, establish basic minimum rate of 55 cents per hour, and to this basic minimum rate and all other hourly rates of 55 cents per hour and above, in effect as of January 1, 1918, add 13 cents per hour, establishing a minimum rate of 68 cents per hour.

1 (a). For carmen and second-class electrical workers who have had four or more years' experience and who were on January 1, 1918, receiving less than 45 cents per hour, establish a basic minimum rate of 45 cents per hour, and to this minimum basic rate and all other hourly rates of 45 cents and above, in effect as of January 1, 1918, add 13 cents per hour, establishing a minimum rate of 58 cents per hour.

1 (b). Rates of compensation exceeding the minimum rates established herein to be preserved; the entering of employees in the service or the changing of their classification or work shall not operate to establish a less favourable rate or condition of employment than herein established.

1 (c). The Director General recognizes that the minimum rates established herein may be exceeded in the case of men of exceptional skill, who are doing special high-grade work, which has heretofore enjoyed a differential. Such cases would include pattern makers, passenger car repair men, oxy-acetylene, thermit, and electric welding in car-repair work, etc., and should be presented to the Board of Railroad Wages and Working Conditions for recommendation as provided in General Order No. 27.

SECTION 2. The above classes of employees (except carmen, second-class electrical workers, and all apprentices and helpers) who have had less than four years' experience in the work of their trade will be paid as follows:

(a) One year's experience or less, 50 cents per hour.

(b) Over one year and under two years' experience, 53 cents per hour.

(c) Over two years' and under three years' experience, 57 cents per hour.

(d) Over three years' and under four years' experience, 62 cents per hour.

2 (a). Carmen and second-class electrical workers who have had less than four years' experience in the work of their trade will be paid as follows:

(a) One year's experience or less, 48½ cents per hour.

(b) Over one year and under two years' experience, 50½ cents per hour.

(c) Over two years' and under three years' experience, 52½ cents per hour.

(d) Over three years' and under four years' experience, 54½ cents per hour.

2 (b). If retained in the service after the expiration of the four-year period the employees mentioned in section 2 and section 2 (a) shall receive the respective minimum of their craft.

ARTICLE III.

SECTION 1. Regular apprentices between the ages of 16 and 21, engaging to serve a four-year apprenticeship, shall be paid as follows: Starting-out rate and for the first six months, 25 cents per hour, with an increase of 2½ cents per hour for each six months thereafter up to and including the first three years; 5 cents per hour increase for the first six months of the fourth year, and 7½ cents per hour for the last six months of the fourth year.

1 (a). If retained in the service after the expiration of their apprenticeship, apprentices in the respective trades shall receive not less than the minimum rate established for their craft.

SECTION 2. Helpers in the basic trades herein specified will be paid 45 cents per hour.

SECTION 3. Helper apprentices will receive the minimum helper rate for the first six months, with an increase of 2 cents per hour for every six months thereafter until they have served three years.

3 (a). Fifty per cent of the apprentices may consist of helpers who have had not less than two consecutive years' experience in their respective trades in the shop on the division where advanced. In the machinist, sheet metal worker, electric and moulder trades, the age limit for advancement will be 25 years; in the boilermaker, blacksmith and carmen trades, 30 years.

SECTION 4. In the locomotive and car departments gang foremen or leaders and all men in minor supervisory capacity and paid on an hourly basis will receive 5 cents per hour above the rates provided for their respective crafts.

SECTION 5. The supervisory forces of the locomotive and car departments, paid on a monthly basis and exercising supervision over the skilled crafts, will be paid an increase of $40 per month in addition to the monthly rate as of January 1, 1918, with a minimum of $155 per month and a maximum of $250 per month.

ARTICLE IV.—GENERAL APPLICATION.

SECTION 1. Each railroad will, in payments to employees on and after July 1, 1918, include these increases therein.

1 (a). The increases in wages and the rates established herein shall be effective as of January 1, 1918, and are to be paid according to the time served to all who were then in the railroad service or who have come into such service since and remained therein. A proper

rateable amount shall also be paid to those who for any reason since January 1, 1918, have been dismissed from the service, but shall not be paid to those who have left it voluntarily. Men who have left the railroad service to enter the military service of the Army or Navy shall be entitled to the pro rata increase accruing on their wages up to the time they left, and the same rule shall apply to those who have been transferred from one branch of the railroad service or from one road to another.

SECTION 2. The hourly rates named herein are for an eight-hour day and one and one-half time will be paid for all overtime, including Sundays and the following holidays: New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labour Day, Thanksgiving and Christmas.

SECTION 3. While the specific rates per hour named herein will be retroactive to January 1, 1918, the special overtime provisions established in section 2 of this Article will be effective as of August 1, 1918, with the provision that in computing overtime to determine back pay to January 1, 1918, overtime will be paid at a pro rata rate for all overtime worked in excess of the hours constituting the recognized day or night shift, except where higher overtime rate basis exists, or has been applied, in which event the more favourable condition shall be the basis of computing back pay accruing from this order.

SECTION 4. Employees, except monthly salaried employees, coming within the scope of this order, sent out on the road for emergency service, shall receive continuous time from the time called until their return, as follows: Overtime rates for all overtime hours whether working, waiting, or travelling, and straight time for the recognized straight time hours at home station, whether working, waiting or travelling, except that after the first 24 hours, if the work is completed or they are relieved for 5 hours or more, such time shall not be paid for, provided that in no case shall an employee be paid for less than 8 hours on week days and 8 hours at one and one-half time for Sundays and holidays for each calendar day. Where meals and lodging are not provided by the railroad, an allowance will be made for each meal or lodging. Employees will receive allowance for expenses not later than the time when they are paid for the service rendered.

SECTION 5. Employees specified herein when sent from home point to temporarily fill vacancy or perform work at outside division points, will be paid straight time and overtime rates as per shop rules, including going and return trip, in addition to which they will be paid pro rata at the rate of $2 per day for meals and lodging.

SECTION 6. Carmen stationed at points requiring only one employee on day shift or night shift, or day and night shifts, shall be paid 8 hours at not less than the hourly rate provided herein.

SECTION 7. Mechanics now regularly assigned to perform road work and paid on a monthly basis shall be paid for 8 hours at not less than the hourly rate provided herein.

SECTION 8. Employees on a piecework basis shall receive not less than the minimum rate per hour awarded to the hourly workers, including time and one-half for overtime, as hereinbefore provided; otherwise piecework rates provided in General Order No. 27 shall apply.

SECTION 9. The application of this order shall not, in any case, operate to establish a less favourable wage rate than in effect January 1, 1918.

ARTICLE V.—PAYMENTS FOR BACK TIME.

SECTION 1. As promptly as possible the amount due in back pay from January 1, 1918, in accordance with the provisions of this order will be computed and payment made to the employees, separately from the regular monthly payments, so that employees will know the exact amount of these back payments.

SECTION 2. Recognizing the clerical work necessary to make these computations for back pay, and the probable delay before the entire period can be covered, each month, beginning with January, shall be computed as soon as practicable, and, as soon as completed, payments will be made.

ARTICLE VI.—INTERPRETATION OF THIS ORDER.

SECTION 1. Railway Board of Adjustment No. 2 is authorized by Article IX of General Order No. 27 to perform the following duty:

"Wages and hours, when fixed by the Director General, shall be incorporated into existing agreements on the several railroads, and should differences arise between the managements and the employees of any of the railroads as to such incorporation, such question of difference shall be decided by the Railway Board of Adjustment No. 2 when properly presented, subject always to review by the Director General."

SECTION 2. In addition to the foregoing, other questions arising as to the intent or application of this order in respect to the classes of employees within the scope of Railway Board of Adjustment No. 2 shall be submitted to such Board, which Board shall investigate and report its recommendations to the Director General.

SECTION 3. All rates applied under this order shall be filed by the Regional Directors with the Board of Railroad Wages and Working Conditions.

SECTION 4. The rates, increases and other conditions of employment herein established for the classes of employees herein specified shall supersede the rates, increases and other conditions established by General Order 27, except as provided in section 8, Article IV.

In reaching the conclusions upon which this order is based, I have been keenly conscious not alone of the interests of the large number of railway employees who are greatly benefited thereby, but also of my solemn duty to the American people to see to it that the trust they have committed to me is discharged faithfully, with justice to them as well as to the railroad employees concerned. No right decision can be made which considers only the demands and interests of any class of men apart from the paramount interests of the public and the supreme necessity of winning this war.

Now that the decision has been made, the American people, whose servants we are, expect every railroad employee to devote himself with new energy to his work, and by faithful and efficient service to justify the large increases of pay and the improvement in working conditions hereby granted. The American people have a right to expect this, and they will be content with nothing less.

It is of the utmost importance that motive power and cars shall be kept in repair and that the output of railroad shops throughout the country shall be greatly increased in the future. Unless this is done, the railroads can not efficiently perform the increased duties imposed upon them by the war, and the fighting power of our armies in France and of our navies on the high seas will be seriously impaired.

I am proud of the loyal service the great body of railroad men throughout the country have rendered to their Government since the railroads have come under Federal control. It is a genuine pleasure to make this acknowledgement, but I should not fail to say at the same time that there are instances where agitations and disturbances in some of the locomotive and car shops have been extremely hurtful to the country. The loyal and patriotic employees, who constitute the great majority of the army of railroad workers, have not yielded, be it said to their credit and honour, to these disturbances. But the few who have, have done their country a grievous injury by impairing the efficiency and reducing the output of the shops where these disturbances have occurred.

The loyal and patriotic employees can render a new and powerful service to their country by using their influence to expose any who may become slackers in their work, by co-operating with their officers in the enforcement of discipline, and by increasing, to the utmost limit of their capacity, the output of locomotives and cars which are so essential to the efficient operation of the railroads of the country and to the success of our armies in the field. I know I can count on the patriotism and devotion to duty of every true American engaged in the railway service of the United States.

(Sgd.) W. G. McADOO,
Director General of Railroads.

Application of McAdoo Award to Canadian Railways

On page 615 of the August issue of the GAZETTE it was stated that the application of the McAdoo Award to various Canadian railways had been decided upon. The following is a list of the Canadian railways to which it is understood the McAdoo Award and its amendments will apply:

Alberta Great Waterways.
Algoma Central & Hudson Bay.
Algoma Eastern.
Atlantic, Quebec & Western.
Berlin, Waterloo, Wellesley & Lake Huron.
Brandon, Saskatchewan & Hudson Bay. (Great Northern).
British Columbia Electric.
Canada & Gulf Terminal.
Canada Southern (Michigan Central).
Canadian Government (Intercolonial).
Canadian Northern.
Canadian Pacific.
Cape Breton.
Central Vermont.
Crow's Nest Southern (Great Northern).
Cumberland Railway & Coal Company.
Dominion Atlantic.
Eastern British Columbia.
Edmonton, Dunvegan & British Columbia.
Esquimault & Nanaimo.
Essex Terminal.
Fredericton & Grand Lake.
Grand Trunk.
Grand Trunk Pacific.
Hereford.
Intercolonial of New Brunswick (Canadian Government).
Kettle Valley.
Lake Erie & Northern.
London & Port Stanley.
Maine Central.
Manitoba Great Northern (Great Northern).
Massawippi Valley (Boston & Maine).
Montreal & Atlantic (Canadian Pacific).
Montreal & Southern Counties.
Morissey, Fernie & Michel (Great Northern).
Midland of Manitoba (Great Northern).

Napierville Junction.
National Transcontinental (Canadian Government).
Nelson & Fort Sheppard (Great Northern).
New Brunswick & Prince Edward Island (Canadian Government).
New Westminster & Southern (Great Northern).
Northern New Brunswick & Seaboard.
Ottawa & New York.
Pere Marquette.
Phillipsburg Railway & Quarry Co.
Quebec Central.
Quebec, Montreal & Southern.
Quebec & Oriental.
Quebec Railway, Light & Power Co.
Red Mountain (Great Northern).
Roberval & Saguenay.
St. Lawrence & Adirondack.
Sydney & Louisburg.
St. John & Quebec (Canadian Government).
Temiscouata.
Temiskaming & Northern Ontario.
Toronto, Hamilton & Buffalo.
Vancouver, Victoria & Eastern (Great Northern).
Victoria & Sydney (Great Northern).
Wabash.
Bedlington & Nelson (Great Northern).
Lotbiniere & Megantic.

DECISION OF THE WAR LABOUR BOARD OF THE UNITED STATES IN THE CASE OF THE BETHLEHEM STEEL COMPANY

THE recent decision of the War Labour Board in the dispute between the Bethlehem Steel Company and its employees is in many respects the most important and far-reaching decision that has yet been made by the Board. It grants to workers the right to organize and to bargain collectively; it orders the revision or complete elimination of the bonus system, so strenuously defended by the company, until now in operation at the plant; it orders the revision of piecework rates, and the establishment of a minimum hourly wage rate for some 5,000 machine shop workers; it applies the basic eight-hour day, with time and a half pay for all overtime, and double time pay for Sundays and holidays, and provides for just overtime pay to piece-workers; it stipulates that men and women shall receive the same rate of pay for the same work, and that women shall not be allotted tasks beyond their strength. The decision affects nearly 28,000 workers.

A new and additional feature in the machinery for adjusting disputes between employers and workers is provided in the appointment of an "Examiner," or arbitration administrator, whose duty it will be to supervise the application of the awards of the Board.

The case came before the War Labour Board in May last, following a series of strikes by machinists and electrical workers, and after various Government agencies had failed to effect a settlement. The Board has conducted an exhaustive investigation into the relations between the company and its workers by means of hearings at which testimony was taken, and also by means of first-hand investigations of conditions on the ground. In this latter work the Board was assisted by trained investigators.

With respect to collective bargaining, the attitude of the company has always been, according to its president, one of willingness to receive its employees individually, but not to recognize representative committees or any methods "savouring of organization."

The investigations of the Board revealed conditions resulting in a considerable loss of production of important war materials. It was shown that during the year ended May 31, 1918, the company had employed 57,423 workers, while during the same period 56,771 workers had left their employ. During the month of

May the labour turnover was at the rate of 118 per cent per year.

A charge was made by the men that the company was employing the draft law to coerce workers into remaining at the plant, and testimony in support of this was referred to the War Department for action, if necessary.

"The main cause of the dissatisfaction," states the Board, "is a bonus system so complicated and difficult to understand that almost one-half of the time of the hearings was consumed in efforts to secure a clear idea of the system. The absence of any method of collective bargaining between the management and the employees is another serious cause of unrest, as is also the lack of a basic guaranteed minimum wage rate."

The findings of the War Labour Board are as follows:

1. Piece rates. Bonus and basic hourly rates, machine shops.—(a) That the bonus system now in operation should be entirely revised or eliminated; that piece-work rates should be revised also, and that a designated, guaranteed minimum hourly wage rate be established in conformity with one of the scales now being applied by the War and Navy Departments as most nearly fits the conditions in this particular case. (b) That any necessary revision of piecework rates shall be made by an expert in co-operation with the Ordnance Department, the plant management, and a committee from the shops, such expert to be selected by the National War Labour Board and with the approval of the Secretary of War. (c) That the piece rates thus established shall not be reduced during the period of the war.

2. Overtime.—That the principle of daily overtime should be compensated at the rate of time and a half and double time on Sundays and holidays. That in the fixing of piece rates provisions be made for overtime payment such as are now provided in the case of time workers. The application as to the definition of what days constitute holidays and the division of the weekly work periods can in the opinion of the Board be best settled by conference between committees hereinafter provided and the management of the plant.

3. Committees.—The right of the employees to bargain collectively is recognized by the National War Labour Board; therefore the employees of the Bethlehem plant should be guaranteed this right. The workers at the Bethlehem plant should use the same method of electing committees as is provided in the award of the National War Labour Board for the workers of the General Electric Company at Pittsfield.

4. Employment of women.—That on work ordinarily performed by men, women must be allowed equal pay for equal work and must not be allotted tasks disproportionate to their strength.

5. Military exemption.—That the evidence relative to the complaints of the workers that foremen and other subordinate officials of the plant have made improper use of the selective draft act shall be referred to the War Department for such action as may be warranted by the facts and the law.

6. Electrical workers.—The Board finds in the case of the electrical workers that the following rates should be established: first class, 67½ cents per hour; second class, 62½ cents per hour; helpers, 40 cents per hour. Overtime provisions should be the same as hereinbefore specified.

7. Other departments.—That wages and working conditions of other departments and crafts shall be considered and adjusted by the committees provided for in paragraph "b," subsection 1.

8. Local board.—That a local board of mediation and conciliation, consisting of six members, shall be established, three members of which shall be selected by the company and three by the employees, for the purpose of bringing about agreements on disputed issues not covered by this finding. In the event of the local board failing to bring about an agreement, the points at issue shall be referred to the National War Labour

Board. The members of the local board shall be compensated for their services by the parties whom they represent. This board shall be presided over by a chairman, who shall be selected by and represent the Secretary of War.

9. No reductions.—The revision of wages or earnings provided for in this award shall in no case operate to reduce the wages or earnings of any employee.

10. Discrimination. — The examiner hereinafter provided for shall investigate the charges of discrimination, and shall report his conclusions. with recommendations, in each unsettled case to the National War Labour Board and to the company.

11. Examiner.—The National War Labour Board shall detail an examiner to supervise the application of this finding. The examiner shall hear any differences arising between the parties in respect to this finding, from which an appeal may be taken by either party to the National War Labour Board. Pending the appeal the decision of the examiner shall be enforced.

12. Duration.—This finding is to take effect August 1, 1918, and shall be effective for the duration of the war, except that either party may re-open the case before the Board at periods of six-month intervals for such adjustments as changed conditions may render necessary.

13. The Board desires to point out to both parties to this controversy that the questions raised and for which the Board has endeavoured to find solution have largely to do with matters which will require a reasonable time to satisfactorily adjust, and that in view of the vital importance of the output of the Bethlehem Steel Company both sides should address themselves with patience and good spirit to finding fair and reasonable adjustments of the matters to which the Board here directs attention.

PRICES, RETAIL AND WHOLESALE, IN CANADA, AUGUST, 1918, AND IN OTHER COUNTRIES

THERE were seasonable changes in the prices of farm products and foods, while the cost of materials advanced in several lines, but there were easier tendencies in some articles. Grain was upward, and also hay, while eggs advanced. Cattle and beef were lower, especially in Western Canada, and mutton was also down. Hogs fluctuated but hog products were comparatively steady. The retail prices of potatoes were upward throughout the country but were lower in some parts.

In retail prices of food the average cost of a list of staple foods for a family of five was $13.41, as compared with $13.00 in July, $11.68 in August last year, $8.63 in August, 1916, $7.78 in 1915, and $7.68 in 1914. The chief increases for the month were in potatoes, which were higher in all the provinces except Quebec, but there were also considerable advances in eggs and slight increases in the averages for meats, butter, sugar, and most of the other lines. In coal, wood, and coal oil, slight advances occurred. Rents averaged higher in Saskatchewan.

In wholesale prices the index number stood at 284.3 as compared with 284.0 in July and 245.0 in August last year, 180.7 in August, 1916, 151.5 in 1915, 136.3 in 1914, and 134.1 in 1913. The chief increases for the month appeared in grains, fish, textiles, implements, miscellaneous building materials, and house furnishings, with decreases in cattle and beef, sheep and mutton, fresh fruits and

vegetables, metals, drugs and chemicals, and raw furs.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats there were some decreases in the western provinces, but some increases in the east, while prices were changed very little in most of the cities. Eggs were higher throughout the country, being up to 60c per dozen in several cities in the East and 70c in the West. Milk was higher in Orillia, Lethbridge, New Westminster and Victoria, but were slightly lower at Windsor, Port Arthur and Fort William. Butter was higher in several of the cities throughout the Dominion. Cheese was unchanged in most of the cities. Bread and flour were steady. Rice and tapioca were almost unchanged. Canned tomatoes, peas and corn were steady. Beans were steady. Prunes advanced in several cities. Sugar advanced in some of the cities. Tea and coffee were steady. Potatoes were considerably higher in several of the cities as stocks of old potatoes were small and the supply of new potatoes was not large. In some of the cities, however, the prices were lower, chiefly in the Province of Quebec. Anthracite coal was slightly higher in several of the cities. Soft coal also showed some advances. Wood was higher in several of the cities. Rent advanced at Saskatoon.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick				Quebec	
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Sorel
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1–Beef, sirloin steak....lb.	38	40	35	40	40	**38.6**	30	35–38	45	35	**38.8**	29–31	35–38
2–Beef, round steak.... "	35	40	35	38	37	**37.0**	30	32–35	35	30	**32.8**	29–31	35–38
3–Beef, rib roast prime.. "	35	30	28	35	35	**32.6**	28	25–30	35	25	**29.2**	30	30
4–Beef, shoulder roast.. "	25–35	28	25	28	32	**28.6**	25	20–25	25	25	**34.2**	23–25	28
5–Veal, roast, forequarter "	18–20	15–20	22	22	22	**20.5**	15	18–24	18	16	**18.3**	29–34	25
6–Mutton, leg roast, h'q. "	25–35	25	30	40	.....	**31.3**	25	40	35	25	**33.3**	27–30	30
7–Pork, fresh, roast, ham "	38	35	30	35	33	**34.2**	35	35	35	30	**33.3**	36–38	35
8–Pork, fresh chops.... "	38	35	32	35	35	**35.0**	35	35	38	35	**36.0**	36	35
9–Pork, salt, mess..... "	22	.....	36	35	35	**32.0**	33	35	40	38	**37.7**	38–40	34
10–Bacon, br'fast, not sli'd "	50	48	50	45	45	**47.6**	48	48	50	50	**49.3**	50	50
11–Fish, fresh, g. quality. "	7–25	12–35	30	8–12	15	**19.0**	8	12	10–15	10	**11.5**	11	12–15
12–Fish, salt, herrings..doz.	60	70	60	50	60	**60.0**	65	60	60	50	**56.7**	60	.....
13–Salmon, canned, med..lb.	.....	35	35	30	35	**33.8**	30	35	35	30	**33.3**	30	25
14–Lard, pure leaf, best.. "	40	38	37	38	38	**38.2**	35	36	38	36	**36.7**	36	35
15–Eggs, new laid.....doz.	60	50	60	60	60	**58.0**	46	50	65	55	**56.7**	55	50
16–Eggs, storage..... "	.....	.....	55	.....	.....	**55.0**	.....	.....	.....	40	**40.0**	48	.....
17–Milk, delivered.....qt.	12–14	12	10	12.5	11	**11.7**	9	9–10	12	11	**10.8**	12	10
18–Butter, dairy solids..lb.	55	50	45	52	48	**50.0**	42	45	45	40	**43.3**	40–42	45
19– " creamery prints "	60	57	50	58	55	**56.0**	48	50	50	55	**51.7**	44–46	48
20–Cheese, old..... "	.....	.....	.....	.....	.....	.....	28	.....	35	33	**34.0**	35–37	30–32
21–Cheese, new..... "	30	32	30	32	32	**31.2**	25	32	35	30	**32.3**	31–33	30
22–Bread, plain white... "	8	8	8	8	8	**8.0**	7.3	8–8.7	8–8.7	8	**8.3**	8	4.5
23–Flour, family..... "	7.5-7.7	7.9	6.9	7.3	8.3	**7.6**	6.6	7.2	7.9	7.7	**7.6**	7.5	7.3
24–Rolled oats, standard. "	9	9	8	10	8	**8.8**	8	8	9	8	**8.3**	9	8
25–Rice, medium..... "	14	15	10	12	12	**12.6**	10	12	15	12	**13.0**	10	10
26–Rice, Patna..... "	.....	13	10	18	12	**14.3**	12	.....	18	15	**16.5**	.....	12
27–Tapioca, medium pearl "	22–25	20	25	20	20	**21.7**	20	.....	25	22	**23.5**	15	20
28–Tomatoes, canned 3's can	30	28	25	25	30	**27.6**	20	25	25	28	**26.0**	25	25
29–Peas, canned 2's.... "	25	20	20	20	20	**21.0**	20	20	25	18	**21.0**	20	25
30–Corn, canned 2's.... "	25	25	25	25	25	**25.0**	25	24	25	25	**24.7**	20	23.
31–Beans, common, dry.lb.	20	20	20	18	20	**19.6**	18–20	20	18	18	**18.7**	18	18
32–Apples, evaporated... "	.....	.....	30	25	.....	**27.5**	.....	.....	.....	23	**23.0**	16	25
33–Prunes, medium..... "	18–20	18	17	18	18	**18.0**	18	18	18	18	**18.0**	18	18
34–Sugar, granulated.... "	12	11	10	11	10.5	**10.9**	10	10	11	11.1	**10.7**	10	10
35–Sugar, yellow..... "	11	10	9.1	10	10	**10.0**	9.5	10	10.5	9.5	**10.0**	9	9.5
36–Tea, black, medium.. "	65–75	65	55	65	55	**62.0**	60	75	60	65	**66.7**	60	40
37–Tea, green, medium.. "	.....	65	55	65	.....	**61.7**	70	.....	70	70	**70.0**	60	35
38–Coffee, medium..... "	45–50	55	50	50	45	**49.5**	45–50	50	45	50	**48.3**	55–60	40
39–Potatoes, local, per bag of 1½ bu., 90 lbs.	$4.50	$1.50* f3.60	$1.50* 2.70	f$3.38	$3.60	**$3.23**	$2.10* 3.00	$3.60	$2.48	$3.00	**$3.03**	$2.00	$1.90- 2.00
40–Vinegar, white wine, XXX, per quart	.12	.12	.12	.15	.13	**.128**	.16	.10	.15	.10	**.117**	.18-.22	.10
41–Starch, laundry, per pound	.15	.12	.15	.15	.15	**.144**	.14	.15	.16	.14	**.15**	.12-.14	.15
42–Coal, anthracite, stove size, per ton, 2,000 lbs.	16.80	.....	15.00	14.65	14.25	**15.18**	15.35	.....	16.50	13.50	**15.00**	12.50-13.00	10.75
43–Coal, bituminous, domestic, per ton, 2,000 lbs.	4.80	7.50	7.15-9.25	9.50	10.00	**8.00**	9.35	8.00-9.50	10.00-12.75	9.00	**9.71**	12.00	10.50
44–Wood, hard, best, per long cord. (128 cu. ft.)	6.00	6.00	6.00	10.00	8.00	**7.20**	9.00	8.00	16.00-18.00	14.00	**13.00**	13.33-14.67	13.00
45–Wood, soft, best, per long cord. (128 cu. ft.)	5.00	5.00	4.50	6.50	4.50	**5.10**	8.00	4.00	9.00	6.00	**6.33**	11.33-12.67	c7.50-8.00
46–Coal oil, prime white, per gallon	.28	.28	.27	.25	.28	**.232**	.24	.26	.24	.22	**.24**	.....	.22
47–Rent, house, 6-roomed, san. conveniences, mon.	14.00-18.00	14.00	16.00	25.00	18.00-20.00	**18.00**	12.00	20.00-25.00	13.00	16.00	.....	17.00-20.00	14.00
48–Rent, house, 6-roomed, no san. con., per month	8.00-12.00	9.00	7.00	18.00-20.00	12.00-15.00	**11.70**	9.50	14.00-16.00	10.00	12.00	.....	.....	7.00

*Old potatoes. ‡Newcastle, N.B., Sherbrooke and Three Rivers, P.Q., omitted.
cSlabs and millwood. bCalculated from price per wagon load.

CANADA, AT THE MIDDLE OF AUGUST, 1918‡

Quebec (*Continued*)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull	**Average**	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
33	40	32	34-35	**34.3**	35	40-45	42	40	40	45	45	40	42	45	43	40	42	35	1
33	40	30	30-35	**33.7**	35	36-42	40	35	40	40	40	38	38	40	40	40	38	35	2
20	35	25-28	28-30	**30.1**	28	33-37	35-40	30	30	35	35-38	30	35-37	35	33	38	35	28	3
25	30	22-25	25-28	**26.2**	25	32	30-32	26	28	32	28-32	27	30	28	30	30	28	28	4
15	30	18	20-22	**23.4**	30	25-30	25-30	30	28	30-35	32-35	35	32	30	35	25	32	30	5
35	38	30	.....	**32.3**	37	35-40	40-42	45	35	38-40	45	40	40	35	45	40	42	.....	6
32	38	38	35	**35.8**	38	35-40	38-40	.....	40	37-38	40	40	40	37	45	43	35	40	7
32	38	40	35	**36.0**	38-40	40	38-42	.....	42	38-40	40-45	45	42	40	45	43	42	40-42	8
37	35	38	35	**36.3**	38	32-35	33-35	.....	35	.....	38-40	38	.....	33	40	25	34	.....	9
55	50	48	48-50	**50.3**	52	48-50	48	55	56	53	48	55	46-48	48-50	50	44	45	48	10
12-18	10-15	9	12.5-15	**12.5**	10-12	15-40	18	.....	20	15	10-17	15	20-25	18-20	15-20	25	12.5-30	22	11
.....	96	90	55-60	**75.9**	.....	.....	.....	.....	.....	.....	.....	.....	.....	50	.....	.....	.....	.....	12
25	30-35	25	25-40	**28.3**	25-35	25-40	28-40	25	35	30	25-40	35	32-35	30	35	25-40	38	35	13
35	36	37	37	**36.0**	38	35-37	30-35	35	39	38	38	40	35	33	38	37	36	37	14
50	60	60	60	**55.8**	52	55	55	48	50	48	55-60	60	55	55	52	50	50	50	15
.....	50	.....	.....	**49.0**	.....	50	.....	.....	.....	.....	.....	.....	50	.....	.....	.....	.....	.....	16
9	9	12	11	**10.5**	11	11-12	10-11	.....	11.1	12	13.3	12	12	12.5	12	11.8	11-12	10.5	17
.....	48	45	45-46	**44.9**	49	43-47	45	48	*a*48	43	50	.....	48	48	47	48	46	*a*46	18
47	50	51	50	**48.5**	52	50-52	45-50	48	50	48	55	55	50	50	50	50	49	48	19
30	33	36	.....	**33.2**	35	30-32	35	34	35	35	.....	35	32	30	.....	30	35	34	20
.....	28	32	28-30	**30.2**	30	30-32	30	30	30	30	30-32	30	30	28	32	28	30	.....	21
6.3-6.7	6.7	8	7.3	**6.8**	7.3	7.3	7.3	6.3	7.3	7.3	6.7	7.3	7.3	8	7.3	7.3	7.3	7.3	22
7.3	6.9	7.3	6.5-6.9	**7.2**	7.1	6.5-6.9	6.9	6.9	6.7	5.8	6.9	6.7	6.5	6.6	6.7	6.3	6.5	6.1	23
7	10	7	7.5	**8.1**	8	8-9	7	7.5	9	6.8	8	7	7.1	7	9	8.3	8.3	8	24
10	12	14	10-12	**11.2**	12	12.5	10-12	11	12.5	12.5	12.5	13	13	10	12.5	12	.....	.....	25
12	15	15	12-15	**13.5**	15	15	12	15	15	15	.....	14	15-16	13-14	13	15	15	10	26
20	16	20	18	**18.2**	20	20	18	20	18	18	18	20	20	18	20	20	20	20	27
32	25	25	25	**26.2**	25	25	25	25	25	30	25	30	30	21	25	25-30	25	25	28
25	25	20	18-20	**22.3**	18	20	18	20	20	20	18	25	18-22	17	20	20	20	18	29
25	24	17.5	22-23	**22.0**	25	25	23	25	25	25	25	25	25	21	25	25	25	25	30
15	18	20	15	**17.3**	18	12.5-15	15	15	18	15	15	15	15-18	15	15	18	12.5	15	31
25	25	25	25	**23.5**	20	18-20	15	.....	20	.....	.....	.....	.....	15	.....	28	.....	.....	32
15	25	17.5	15-17	**18.3**	18	20	18	18	20	17.5	18-20	17	20	15-18	18	20	18	18	33
10	11.1	10.5	10.-10.3	**10.3**	11.1	11.1	10	10	10	11.1	11	10	11.1	10	11.8	11.1	11	11.1	34
9.1	10	10	8.9-9.7	**9.5**	10	10	9.1	9.0	10	10	10	9.1	10	9.1	11.1	10	10	11.1	35
50	50	65	60-65	**54.6**	70	55-65	45-50	70	70	60	60	50	65-70	60	70	60-70	65	60	36
50	50	50	50-55	**49.6**	60	55-60	45-50	65-70	70	40	70	50	55-60	60	70	60	60	60	37
50	50	45	50	**48.8**	55	45-50	50	35	50	40	45	35	45-50	35	45	30-50	45	35	38
			$1.00*		$1.75								$		$	$		$	
$1.50	$1.75	$2.00	2.25	**$1.81**	2.00	$2.25	$2.10†	$1.75	$2.75	$2.25	$2.70	$2.70	*f*3.50	$1.50	2.10†	2.10†	$2.50	3.00†	39
.10	.16	.15	.10	**.135**	.125	.10	.125	.12	.14	.10	.10	.125	.12	.12	.10	.10	.13	.10	40
.10	.15	.12	.125-.13	**.13**	.13	.15	.15	.12	.15	.12	.13	.14	.12-.14	.12	.15	.15	.13	.125	41
11.00	10.00	11.10	10.55	**11.03**	10.55	11.00	11.50	11.50	12.00	11.00	11.00	10.00	10.00	10.00-10.75	11.00	10.50	11.00	11.10	42
11.00	.....	8.50	.....	**10.50**	9.55	.....	10.50	11.50	12.00	10.00	12.00	8.00	*g*	12.00	11.00	10.50	10.00	11.00	43
11.00-12.00	15.00	14.00	12.50	**13.33**	13.75	*b*15.00	13.00	11.00	11.00	15.00	16.50	.....	*g*	17.00	20.00	16.00	16.00	16.00	44
9.00-10.00	9.00	*c*8.00	7.00	**8.88**	7.50	*b*12.00	10.50	9.00	7.00	8.00	12.00	.....	*g*	14.00	16.00	10.00	11.00	10.50	45
.22	.22	.30	.23	**.238**	.30	.25	.25	.22	.28	.25	.25	.22	.25	.22	.25	.25	.25	.25	46
12.00-14.00	10.00-12.00	14.00-18.00	15.00-20.00	.....	24.00	16.00	15.00-20.00	18.00-20.00	20.00-25.00	13.00-16.00	20.00-30.00	15.00-20.00	16.00	23.00-25.00	15.00-20.00	18.00	16.00	18.00-22.00	47
9.00-12.00	6.00-10.00	12.00-13.00	10.00-15.00	.....	17.00	11.00	14.00-16.00	15.00-18.00	16.00-18.00	11.00-13.00	16.00-22.00	12.00-15.00	14.00	17.00-19.00	13.00	14.00	12.00	12.00-15.00	48

*f*Calculated from price per bushel. *a*Prints. *h*Including $1.00 for delivery.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	**Average**	Winnipeg	Brandon	**Average**
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1–Beef, sirloin, steak.....lb.	40	36	35–40	38–40	38	37	38	43	45	45	45	**40.8**	35	35	**35.0**
2–Beef, round steak..... "	37	34	35–38	35–38	35	33	35	42	40	40	40	**37.9**	30	30	**30.0**
3–Beef, rib, roast, prime..... "	30	30	30–35	30–32	30	36	30	40	38	40	40	**33.8**	32	30	**31.0**
4–Beef, shoulder roast..... "	28	28	28–30	30	28	30	25–28	38	35	35	35	**29.9**	25	25	**25.0**
5–Veal, roast, forequarter.... "	30	30	27–30	25	32	35	30	36	35	35	35	**31.2**	25	30	**27.5**
6–Mutton, leg roast, hind'q'ter "	38	.....	35	35	38	32	35	40	40	40	40	**38.9**	.....	40	**40.0**
7–Pork, fresh, roast, ham.... "	43	46	35–38	42	45	50	35	42	45	40	40	**40.7**	38	40	**39.0**
8–Pork, fresh, chops..... "	43	42	38–42	45	45	48	35–40	42	45	45	45	**42.4**	48	40	**44.0**
9–Pork, salt, mess..... "	20	38	36	.....	37	.....	.....	38	.....	40	40	**35.2**	38	.....	**38.0**
10–Bacon, breakfast, not sliced "	55	48	53	45	.....	55	50	52	48	55–65	60–65	**51.1**	50	55	**52.5**
11–Fish, fresh, good quality... "	13–15	25	11	15	14–20	12–25	16	20	15	15–18	15–18	**18.0**	18	30–35	**25.3**
12–Fish, salt, herrings.....doz	.....	.....	.....	30	.....	.....	.....	70	.....	60	60	**54.0**	90	.....	**90.0**
13–Salmon, canned, medium...lb.	30	35	35	25	30	36	30	30–35	35	25–40	30–40	**32.6**	.....	35	**35.0**
14–Lard, pure leaf, best..... "	37	36	37	38	38	38	30	30–33	.....	40	40	**36.6**	38	35	**36.5**
15–Eggs, new laid.....doz.	45	45	48	50	45	52	45	55	55	60	60	**51.9**	47	40	**43.5**
16–Eggs, storage..... "	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	**50.0**	.....	.....	.....
17–Milk, delivered.....qt.	10	10	10	10	12	14	10	15	13.3	12.5	12.5	**11.7**	13	12.5	**12.8**
18–Butter, dairy solids.....lb.	*a*45	45	48	48	45	50	45	52	48	50	50	**47.4**	.....	45	**45.0**
19–Butter, creamery prints.... "	50	47	50	50	50	52	45	55	52	55	55	**50.6**	52	55	**53.5**
20–Cheese, old..... "	30	32	35	32	32	36	30	33	30	35	35	**33.1**	38	35	**36.5**
21–Cheese, new..... "	30	30	30	30	30	35	30	.....	.....	35	35	**30.7**	30	.....	**30.0**
22–Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	**7.5**	7.5	7.3	**7.4**
23–Flour, family..... "	6.3	6.3	6.7	6.5	6.7	6.9	6.3	7.1	6.9	6.3	6.5	**6.6**	6.3	6.7	**6.5**
24–Rolled oats, standard..... "	7	8	8.3	8	8	8.3	8.3	9	8	6.8	7	**7.8**	8	7.5	**7.8**
25–Rice, medium..... "	12.5	13	13	10-12.5	13	12	10–12	12.5	12	12.5	12.5	**12.2**	10	10	**10.0**
26–Ri e, Patna..... "	15	15	15	15	15	15	12.5	16	14	17.5	18	**14.6**	12.5	12.5	**12.5**
27–Tapioca, medium pearl..... "	20	18	20	25	20	18	18	20	20	20	20–25	**19.6**	17.5	17.5	**17.5**
28–Tomatoes, canned 3's.....can	20	20	25	25	25	30	25	27	30	25–30	25–30	**25.8**	25	25	**25.0**
29–Peas, canned 2's..... "	15	18	20	20	18	22	20	23	20	15–20	15–20	**19.4**	17	23	**20.0**
30–Corn, canned 2's..... "	20	18	23	25	25	25	22	25	25	25	25	**24.1**	25	23	**24.0**
31–Beans, common d.y..... "	17	15	18	17	20	28	15	20	15	20	20	**16.9**	13	12.5	**12.8**
32–Apples, evaporated..... "	25	30	.....	.....	.....	.....	.....	28	25	25	25	**22.9**	23	20	**21.5**
33–Prunes, medium..... "	15	18	20	18	18	18	15	20	18	20	20	**18.3**	19	18	**18.5**
34–Sugar, granulated..... "	11.1	10.5	10	10	11.1	10	10	11.1	11.1	11.1	11.1	**11.1**	11.5	12.5	**12**
35–Sugar, yellow..... "	10	9.1	10	9.1	10	10	9.5	11.1	10	10	10	**9.9**	11	11.1	**11.1**
36–Tea, black, medium..... "	60	55	60	65	50–75	50–65	55	60	65	58–80	60–85	**62.3**	55	60	**57.5**
37–Tea, green, medium..... "	50	55	60	65	50–60	50–60	50	60	50	50–70	55–75	**58.3**	55	50	**52.5**
38–Coffee, medium..... "	45	45	50	40	45	35–50	45	50	40	40–50	40–50	**43.9**	40	45	**42.5**
39–Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.25	$2.30	†$2.70	†$3.00	†$2.70	$2.10	$2.25	$3.75	$ †3.90	†$3.90	†$4.20	**$2.65**	$ †2.40	$3.00	**$2.70**
40–Vinegar, white wine, XXX, per quart.....	.10	.10	.13	.125	.12	.12	.125	.12	.15	.15	.15	**.12**	.10	.15	**.125**
41–Starch, laundry, per pound.....	.125	.13	.13	.9	.14	.15	.15	.15	.15	.15	.15	**.136**	.....	.15	**.15**
42–Coal, anthracite, stove size, per ton of 2,000 lbs.....	11.00	11.00	10.50	10.50	10.50	11.00	11.00	12.50	11.00	11.50	11.50	**11.38**	12.00	.....	**12.00**
43–Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	11.00	10.00	9.00	10.00	9.50	8.50	.....	11.00	10.50	10.50	**10.36**	11.50	10.50	**11.00**
44–Wood, hard, best, per long cord (128 cu. ft.).....	11.00	14.00	12.00–15.00	8.50	*b*8.00	.....	14.00	10.50	8.00	8.50–10.00	8.00–9.00	**12.98**	*d* 10.00	*d*10.50	**10.25**
45–Wood, soft, best, per long cord (128 cu. ft.).....	8.00	12.00	.....	.....	*b*6.00	.....	10.00	9.50	7.50	7.00–8.25	6.50–8.00	**9.77**	8.00	8.50	**8.25**
46–Coal oil, prime white, per gallon.....	.25	.23	.21	.18	.25	.22	.25	.28	.25	.30	.30	**.248**	.25	.30	**27.5**
47–Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.00–25.00	15.00–22.00	15.00–20.00	25.00	10.00–13.00	22.00	25.00–35.00	15.00–25.00	15.00–25.00	**19.32**	25.00–30.00	18.00–20.00	**23.25**
48–Rent, house, 6-roomed, no san. conveniences, per mo.....	10.00	10.00	12.00–17.00	8.00–12.00	10.00–12.00	18.00	7.00–10.00	14.00	15.00–20.00	12.00–15.00	12.00–15.00	**13.82**	17.50–25.00	12.00–15.00	**17.38**

†From price per peck. *g*Natural gas. *d*Poplar, tamarac, jackpine, etc.

CANADA, AT THE MIDDLE OF AUGUST, 1918—Concluded

Saskatchewan					Alberta					British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
40	35	40	32	**36.8**	40	35	40	42	**39.3**	40	45	45	42	41	40	50	**43.3**	**39.3**	1
30	30	35	30	**31.3**	35	32	35	38	**35.0**	38	40	40	38	38	36	40	**38.6**	**36.1**	2
30	30	35	30	**31.3**	35	32–38	28	32	**32.5**	33	40	35–40	30	36	32	38	**35.2**	**32.7**	3
28	30	30	25	**28.3**	30	.....	24	28	**27.3**	30	30–32	32–36	28	29	26	35	**30.4**	**28.6**	4
27	30	30	30	**29.3**	35	25	32	35	**31.8**	33	35	35	27	27	32	35	**32.0**	**28.3**	5
40	35	40	30	**36.3**	40	40	40	45	**41.3**	45	42	42	30	35	45	50	**41.3**	**37.4**	6
38	30	38	30	**34.0**	40	35	40	35	**37.5**	38	38–40	40	35	25–38	35	45	**37.6**	**37.9**	7
40	35	45	32	**38.0**	40	40	42	35–40	**39.9**	38	45–50	45	40–45	40–50	40	50	**44.0**	**40.3**	8
.....	30	40	25	**31.7**	35	35	35	.....	**35.0**	35	38	35–38	35	.....	38	.....	**36.5**	**35.1**	9
60	55	55–65	55	**57.5**	50	52–58	50	50	**51.3**	53	50	50–52	55	50	52	55	**52.3**	**51.2**	10
27	15–25	28–15	20	**22.1**	25	28	10–25	28–30	**24.9**	28	10–28	10–30	10	22	12	15	**18.0**	**18.0**	11
100	.....	.....	75	**88.5**	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	**60.0**	**65.6**	12
35–40	30	40	35	**35.6**	25	30–35	40	.....	**32.5**	25	20–35	20–35	40	25	28	30	**29.0**	**32.0**	13
35	35	40	35	**36.3**	35	35	40	40	**37.5**	35	38	40	40	32	37	40	**37.4**	**36.8**	14
45	35	45	35	**40.0**	45	50	50	45	**47.5**	65	70	70	65	75	64	70	**68.4**	**53.6**	15
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	.....	55	**57.5**	**51.0**	16
13	12.5	12.5	14.3	**13.1**	12.5	11.1	12	14	**12.4**	14.3	14.3	15	14.3	12.5	16	12.5	**14.1**	**12.0**	17
40	*a*40	45	45	**42.5**	40	45	50	*a*45	**45.0**	.....	45	45	50	52	55	50	**49.5**	**46.7**	18
50	50	55	50	**51.3**	50	52	55	50	**51.8**	55–60	55–60	60	60	57	70	60	**60.3**	**52.3**	19
35	35	30	35	**33.8**	35	30	35	35	**33.8**	30–35	35	.....	35	32	35	32	**33.6**	**33.4**	20
.....	.....	35	.....	**35.0**	30	30	30	35	**31.3**	.....	.....	32	.....	32	29	32	**31.3**	**30.8**	21
8.3	8	8	10	**8.6**	7	8	8	10	**8.3**	9.9	8.9	8.9	8.9	8.9	8.9	8.9	**9.0**	**7.8**	22
6.3	6.5	6.5	6.3	**6.4**	6.3	6	6.3	6.3	**6.2**	6.5	6.3	6.5	6.3	7.1	6.5	6.3	**6.5**	**6.7**	23
8.1	7	8.1	7.5	**7.7**	8	7.5	7.5	9–10	**8.1**	6.9	8.8	8	8	9	9	8	**8.2**	**8.0**	24
12.5	10	12.5–15	10	**11.6**	10	10	11	12.5	**10.9**	12.5	11	12.5	13	14	10	12.5	**12.2**	**11.9**	25
17.5	10	15	.....	**14.2**	.....	12.5	15	.....	**13.8**	.....	12.5	.....	.....	.....	10	.....	**11.3**	**14.1**	26
20	20	20	20	**20.0**	20	17.5	17.5	20	**18.8**	17.5	20	16	17.5	18	17	17	**17.6**	**19.4**	27
25	25	30	25	**26.3**	25	25	25	27.5	**25.6**	25	20	19	25	25	23	20	**22.4**	**25.5**	28
20–25	20	15–25	20	**20.6**	20	20	20	25	**21.3**	20	20	19	17.5	20	20	20	**19.5**	**20.2**	29
25–30	20	30	25	**25.6**	25	28	30	27.5	**27.6**	27.5	25	21	25	30	25	25	**25.5**	**24.5**	30
20	15	15	15	**16.3**	15	12.5–16	16.7	20	**16.5**	15	15	15	17.5	15	12.5	15	**15.0**	**16.8**	31
15	15	25	15	**17.5**	25	30	30	32.5	**29.4**	30	.....	21	20	30	15	20	**22.7**	**23.3**	32
17.5	20	18	15	**17.6**	17.5	17.5	17	20	**18.0**	15	15	17	17.5	18	21	17	**17.2**	**18.1**	33
11.5	12.5	12.5	12.5	**12.3**	11.3	12.5	12.5	12	**12.1**	11.1	12.5	11.5	11.1	11.1	11.1	11.1	**11.4**	**11.2**	34
12.5	12.5	12	11.1	**12**	12.5	12.5	12	12	**12.3**	10	11.1	11	10	10	11.1	10.5	**10.5**	**10.3**	35
65–75	65	75	65	**68.8**	40	60–65	60–65	60–70	**57.5**	50	60	60	60	45	55	60	**55.7**	**60.8**	36
65–75	65	50	55	**60**	50	65	60–70	65	**61.3**	50	60	50	60	45	55	60	**54.3**	**57.8**	37
45–55	50	40	55	**48.8**	40	40–45	35–40	40–45	**40.6**	37.5	40	50	45	40	45	40	**42.5**	**45.1**	38
f$4.13	$2.00	$3.75	$2.25	**$3.04**	$5.63	$3.50	$2.10*	§	**$3.74**	$4.50	*e*$1.53	$ *e*1.35	$2.00	$2.20	*e*$2.70	*e*$3.15	**$2.49**	**$2.69**	39
.15	.15	.20	.15	**.163**	.20	.20	.15	.20	**.188**	.30	.30	.22	.15	.25	.25	.20	**.239**	**.145**	40
.15	.15	.18	.15	**.158**	.125	.125–.15	.15	.18	**.148**	.15	.15	.16	.125	.14	.15	.15	**.146**	**.141**	41
.....	15.50	.....	.....	**15.50**	*g*	*e*	7.25–8.25	.....	**7.75**	.....	10.00–13.00	.....	.....	.....	.....	.....	**11.50**	**11.99**	42
10.00	8.00–11.50	10.40	10.00	**10.16**	*g*	5.50–6.50	7.25–8.25	6.25	**6.67**	3.25–5.80	8.00	9.50	9.30	8.80	8.25–9.00	*h*6.15	**7.84**	**9.53**	43
*d*11.00	*d*7.50	.....	.....	**9.25**	*g*	*d*4.00	*d*5.75	*d*7.00	**5.58**	.....	*d*7.50	*d*7.50	.....	.....	.....	.....	**7.50**	**11.31**	44
10.00	6.50	10.50	10.00	**9.25**	*g*	4.00	5.50	*b*9.75	**6.42**	9.00	6.75	7.50	7.00	*f*4.50–5.63	6.00	.....	**6.89**	**8.30**	45
.30	.30	.30	.35	**.313**	.35	.30	.40	.35	**.35**	.40	.55	.40	.30	.30	.50	.30	**.393**	**.280**	46
35.00	15.00	35.00	25.00	**27.50**	22.50	22.00	25.00–35.00	18.00–20.00	**23.38**	20.00	15.00	30.00	15.00–18.00	25.00	12.00–16.00	15.00–20.00	**19.71**	**19.55**	47
10.00–15.00	12.00	15.00	15.00	**13.63**	15.00	12.00	15.00–25.00	10.00	**14.25**	18.00	.....	20.00	10.00–12.00	22.00	.....	12.00–15.00	**16.90**	**13.55**	48

*Lignite. §New potatoes, 8c per lb. *e*Calculated from price per 100 pounds.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1916	1917	Aug. 1914	Aug. 1915	Aug. 1916	Aug. 1917	July 1918	Aug.† 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	60.2	49.8	48.8	52.6	62.6	79.6	78.6
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	41.3	34.4	33.4	34.2	43.4	57.8	57.2
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	22.7	17.6	17.6	19.1	23.0	28.3	28.3
Mutton, roast, hindq'	1 "	11.8	12.2	16.8	18.0	17.8	19.1	23.3	28.1	21.3	21.2	23.8	28.8	36.8	37.4
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	29.6	20.9	19.4	22.7	30.6	37.7	37.9
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	39.7	53.5	37.2	35.6	38.8	55.6	70.4	70.2
Bacon, breakfast	1 "	15.4	17.8	24.5	23.3	22.5	24.7	20.8	38.5	25.7	25.6	29.2	40.4	51.0	51.2
Lard, pure leaf	2 "	26.2	28.2	40.6	36.0	35.6	33.4	40.4	59.4	37.6	36.0	40.4	62.2	73.8	73.6
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	48.8	29.5	26.5	33.3	45.0	49.3	53.6
Eggs, storage	1 "	20.2	23.4	28.4	27.9	31.2	23.1	32.7	42.4	24.3	25.7	29.7	41.2	43.1	57.0
Milk	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	52.6	62.2	52.2	50.4	51.0	60.0	70.8	72.0
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	86.4	53.0	58.0	62.6	80.2	91.4	93.4
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	30.5	48.0	31.9	32.2	35.6	44.9	51.7	52.3
Cheese, old	1 "	16.1	17.6	18.5	18.2	20.1	20.5	26.0	33.0	21.4	24.5	25.5	33.5	33.4	33.4
Cheese, new	1 "	14.6	15.7	17.5	17.0	10.5	19.1	24.2	38.4	19.7	21.6	23.5	30.1	30.6	30.8
Bread, plain, white	15 "	55.5	56.5	66.0	64.5	80.0	61.5	74.3	104.4	64.5	73.5	73.5	110.0	117.0	117.0
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	64.2	37.0	40.0	40.3	69.0	68.0	67.0
Rolled oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	30.5	24.0	25.5	24.0	31.5	40.5	40.0
Rice, good medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	12.0	12.0	13.4	17.2	23.2	23.8
Beans, handpicked	2 "	8.6	9.7	10.8	10.4	11.6	12.4	19.5	29.8	12.2	14.6	19.4	32.6	34.2	33.6
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	13.5	12.0	13.1	16.0	22.9	23.3
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	15.4	12.9	13.1	13.1	19.1	18.0	18.1
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	39.8	24.4	31.6	38.0	40.4	43.6	44.8
Sugar, yellow	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	18.5	11.6	14.4	17.4	18.6	20.4	20.6
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	11.5	9.3	9.6	9.8	12.0	14.6	15.2
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.4	9.3	10.3	11.6	14.1	14.5
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	10.1	9.5	9.9	9.9	10.1	11.2	11.3
Potatoes	2 pks	24.1	28.0	30.3	44.6	46.3	36.0	58.7	89.2	50.3	35.3	57.7	97.3	66.0	89.7
Vinegar, white wine	½ qt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.8	.9	.9
All foods		$5.48	$5.96	$6.95	$7.14	$7.34	$7.34	$8.79	$11.42	$7.68	$7.78	$8.63	$11.68	$13.00	$13.41
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	½ lb.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.2	3.2	3.3	4.1	4.7	4.7
Coal, anthracite	1/16 ton	38.5	45.2	48.1	46.8	51.9	55.0	46.0	67.0	53.4	52.3	55.0	67.0	73.8	74.9
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	37.6	36.6	38.5	54.2	58.7	59.6
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.9	52.9	42.5	41.6	42.6	53.2	69.2	70.7
Wood, soft	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	38.8	31.3	30.6	30.5	39.1	50.8	51.9
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	25.0	23.8	23.1	23.0	25.8	27.8	28.0
Fuel and lighting		$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	$2.37	$1.89	$1.84	$1.90	$2.40	$2.80	$2.85
Rent		$2.37	$2.89	$4.05	$4.05	$4.60	$4.75	$4.04	$4.32	$4.81	$4.09	$4.08	$4.36	$4.81	$4.89†
Grand total		$9.37	$10.50	$12.79	$13.00	$13.79	$14.02	$14.76	$18.15	$14.40	$13.74	$14.63	$18.48	$20.66	$21.20

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11.39	$7.49	$7.90	$8.51	$11.90	$13.14	$13.75
Prince Edward Island	4.81	5.26	5.81	5.80	6.11	6.34	7.57	9.79	6.54	6.60	7.39	10.27	11.38	12.08
New Brunswick	5.38	5.83	6.55	6.84	7.13	7.04	8.70	11.22	7.59	7.69	8.58	11.51	12.80	13.52
Quebec	5.15	5.64	5.33	6.46	6.97	6.87	8.48	11.15	7.19	7.24	8.30	11.33	12.91	12.51
Ontario	5.01	5.60	6.50	6.67	7.25	7.20	8.84	11.60	7.53	7.68	8.69	11.75	13.05	13.50
Manitoba	5.35	6.19	7.46	7.41	7.88	7.87	8.68	10.73	8.00	7.76	8.43	11.22	12.75	13.02
Saskatchewan	6.86	6.92	7.86	8.08	8.16	8.25	8.86	11.11	8.02	8.11	8.71	11.23	12.90	12.23
Alberta	6.02	6.50	8.00	8.08	8.15	8.33	8.79	11.55	7.98	7.79	8.72	12.01	13.00	13.84
British Columbia	6.90	7.74	8.32	8.79	9.03	9.03	9.13	11.83	9.36	8.72	9.20	12.19	13.86	14.17

*December only. †Newcastle, N.B. and Three Rivers, Que., omitted.

Wholesale Prices

GRAINS AND FODDER.—At Winnipeg, the price of wheat, No. 1, Manitoba Northern, in store at Fort William or Fort Arthur, advanced from $2.21 per bushel, which had been fixed by the Board of Grain Supervisors for the 1917 crop, to $2.24½, the price fixed for the 1918 crop. The price of Ontario winter wheat for the 1917 crop had been based on a fixed price for the grade No. 2 at $2.22 per bushel in car lots in store at Montreal. The base price for the 1918 crop was raised to $2.26 for No. 2 grade, but an additional premium of 5c was allowed for grades No. 1, 2 and 3, thus making the price for No. 2 grade at Montreal $2.31. Prices of barley declined considerably during the month; at Winnipeg, Western barley, No. 3, falling from $1.25 to $1.00. At Toronto, Ontario barley fell from $1.35-1.37 at the end of July to $1.20-1.22 early in August, and by the end of the month was down to $1.03-1.05. Oats also declined, Ontario oats being down from 85-86c per bushel to 77c-79c. Western oats rose from 89c to 92c, but fell to 88c in the last week. American corn rose from $1.86-1.88 per bushel to $1.93-1.94. Flaxseed had risen to $4.54½ in the last week of July, but declined at the middle of August to $4.23, but rose again to $4.31½. Hay advanced to $15.00-15.50 at Montreal for No. 2, and at Toronto rose to $18.00-19.00 for No. 1.

ANIMALS AND MEATS.—Prime cattle at Wininpeg declined from $15.25 per hundred pounds to $13.00. At Toronto, choice heavy steers advanced from $15.00 per hundred to $16.00. Butcher cattle, however, were steady at $12.00 per hundred. Dressed beef hindquarters declined from 26-28c per pound to 22-25c at the end of July. Forequarters fell from 17-18c to 16-17c per pound. Veal was slightly easier, the highest grade being down from 25c per pound to 24c. Hogs at Toronto had risen in the last week of July and were up to $19.25 at the middle of August, but declined $1.00 in the last week. Dressed hogs were unchanged at 24-25c per pound. Hams and bacon were slightly firmer than in July. Sheep were slightly easier and mutton continued on the lower level of 19-24c per pound reached at the end of July. Dressed lamb also continued lower. Poultry was steady.

DAIRY PRODUCTS.—Butter was slightly lower at Montreal, finest creamery being down to 43½-43¾c per pound. At Toronto, creamery solids and dairy prints were steady. Fresh eggs at Montreal were up to 55c per dozen and were also higher at Toronto at 52-54c.

FISH.—The supply of fish from the Lunenburg fleet was reduced by the loss of several vessels owing to the operations of a German submarine off the banks. The total supply landed, however, was estimated to be as great as the large catch last year. The prices were up to $12.75 per quintal as compared with $9.50-9.75 a year ago. The catch of herring was reported to be disappointing. Salt mackerel and alewives were up to $21.00 and $9.50 per barrel respectively. Dried cod rose from 10c to 11c per pound at Canso, and dried haddock from 18c per pound to 20c.

FRUITS AND VEGETABLES. — Cherries were up to $1.85-2.00 per eleven quart basket at Toronto. Raspberries were slightly easier at 27-30c per quart box. Tomatoes were down to 65-85c per basket at the end of July, but advanced to 75-$1.00 early in August, and by the end of the month they were down to 30-40c per basket. Early peaches came on at 75c-$1.00 per basket. Plums came on at 50-65c per basket of six quarts, but fell to 35-50c. Bananas were slightly easier at 6c per pound. Verdelli lemons were up to $9.00 per box. California Valencia oranges were up to $8.00-10.50 per box. At Toronto, potatoes were slightly lower at $2.25-2.40 per bag. At Montreal, potatoes were lower at $1.75-1.85.

MISCELLANEOUS FOODS. — Flour was steady. Oatmeal was slightly higher at $6.00-7.00 per bag. Rice was up to $9.75-10.25 per hundred. Tapioca was ½c lower at 14-14½c per pound. Granu-

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR AUGUST 1918, JULY, 1918, AND AUGUST, 1917, 1916, 1915, 1914, AND 1913.

(Average price 1890-1899—100.)

	Number of commodities	INDEX NUMBER						
		*Aug. 1918	*July, 1918	*Aug., 1917	Aug. 1916	Aug. 1915	Aug. 1914	Aug. 1013
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	406.5	390.5	372.6	206.3	182.2	162.2	140.8
Grains, Western	4	339.1	341.4	306.5	195.9	159.6	151.6	126.8
Fodder	5	211.9	200.8	191.8	159.4	191.9	168.1	144.3
All	15	323.7	314.2	294.7	187.9	179.4	161.3	138.3
II.—ANIMALS AND MEATS—								
Cattle and Beef	6	353.8	383.1	286.1	216.7	237.1	231.9	183.0
Hogs and Hog Products	6	366.2	359.5	316.1	224.8	172.1	178.9	173.3
Sheep and Mutton	3	323.3	335.0	239.9	213.6	176.4	166.8	139.6
Poultry	2	409.9	409.9	291.5	294.1	218.6	216.8	186.5
All	17	359.3	369.4	289.2	228.1	201.3	199.9	172.3
III.—DAIRY PRODUCTS	9	255.2	251.0	225.2	169.4	141.6	140.5	139.7
IV.—FISH—								
Prepared fish	6	248.8	241.6	181.0	154.7	145.7	153.0	151.3
Fresh fish	3	249.9	239.3	209.0	163.7	140.0	158.4	149.7
All	9	249.2	240.9	190.4	157.7	143.8	154.8	150.7
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	3	158.3	231.9	137.5	99.5	65.0	95.7	96.9
Fresh fruits, foreign	3	178.9	176.1	134.4	124.8	105.3	89.0	109.7
Dried fruits	4	271.1	271.1	207.5	153.4	127.4	121.7	111.4
Fresh vegetables	4	428.7	470.8	466.9	394.5	154.0	176.1	158.9
Canned vegetables	3	254.0	254.0	221.9	123.5	87.2	100.3	101.8
All	17	243.7	280.2	258.1	155.6	111.4	116.7	115.8
(b) Miscellaneous groceries—								
Breadstuffs	10	263.4	262.1	272.9	168.7	152.7	130.7	126.3
Tea, coffee, etc	4	179.9	179.9	151.7	127.9	121.9	112.5	109.7
Sugar, etc	6	260.4	257.4	231.3	163.4	143.3	105.9	113.3
Condiments	5	250.8	248.0	183.6	149.3	125.7	118.3	99.6
All	25	246.8	246.0	225.7	157.0	140.1	119.3	115.2
VI.—TEXTILES—								
Woollens	5	432.6	428.3	348.4	224.6	196.4	146.4	139.0
Cottons	4	354.8	342.4	235.3	162.5	127.6	141.0	147.5
Silks	3	147.4	149.9	128.2	113.6	85.9	93.6	89.4
Jutes	2	609.5	609.5	467.9	316.8	246.4	255.2	251.1
Flax products	4	438.9	447.1	289.7	224.8	165.6	119.8	114.1
Oilcloths	2	220.2	220.2	159.8	132.5	116.4	104.6	104.7
All	20	377.0	370.4	274.1	195.6	156.8	138.7	132.0
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and Tallow	4	352.4	339.2	328.8	290.0	196.2	202.9	188.7
Leather	4	215.0	215.0	191.3	206.9	174.3	151.4	151.4
Boots and Shoes	3	224.6	233.7	228.9	198.6	162.4	155.7	155.7
All	11	285.7	283.5	269.7	234.8	179.0	171.3	166.1
VIII.—METAL AND IMPLEMENTS—								
Iron and Steel	11	278.8	277.5	287.0	150.5	108.8	100.5	103.0
Other metals	12	282.7	290.0	269.7	215.4	195.6	124.7	130.1
Implements	10	232.1	223.8	200.7	136.7	113.2	106.6	105.6
All	33	266.1	265.6	254.5	169.9	156.8	111.5	113.9
IX.—FUEL AND LIGHTING—								
Fuel	6	248.2	248.2	269.8	152.3	116.3	120.3	134.9
Lighting	4	233.6	233.6	109.9	86.8	90.0	90.9	92.2
All	10	242.4	242.4	205.8	126.1	105.8	108.6	117.8
X.—BUILDING MATERIALS—								
Lumber	14	275.5	273.0	221.3	182.2	174.1	182.1	183.0
Miscellaneous materials	20	236.1	227.7	216.1	154.0	120.0	109.8	112.5
Paints, oils and glass	14	318.6	312.6	259.6	199.9	161.6	140.4	142.9
All	48	271.6	265.6	230.3	175.6	147.9	139.8	141.9
XI.—HOUSE FURNISHINGS—								
Furniture	6	276.7	228.0	188.0	170.3	145.9	146.6	147.2
Crockery and Glassware	4	334.4	307.7	237.5	195.5	170.3	133.9	130.9
Table cutlery	2	155.1	155.1	150.7	132.2	80.3	72.4	72.4
Kitchen funishings	4	272.3	276.1	198.5	132.4	125.5	125.3	117.8
All	16	274.9	250.9	198.4	162.3	138.7	128.8	126.4
XII.—DRUGS AND CHEMICALS	16	283.4	293.1	262.8	249.4	175.2	121.4	113.3
XIII.—MISCELLANEOUS—								
Raw furs	4	581.0	583.1	388.4	292.3	150.2	208.6	302.0
Liquors and tobaccos	6	221.7	222.9	175.5	139.0	134.7	128.3	134.4
Sundries	7	218.9	218.9	196.5	142.6	116.0	106.5	111.1
All	17	305.1	306.0	234.2	176.6	130.6	138.2	164.3
All commodities	263†	284.3	284.0	245.0	180.7	151.5	136.3	134.1

*Preliminary figures. †Seven commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

lated sugar was higher at $9.09-9.39 at Toronto. Molasses rose to $1.06 per gallon at Montreal. Cream of tartar was up to $1.00 per pound and baking soda up to 4c per pound.

TEXTILES.—Wool was steady. A line of yarn rose to $2.00 per pound. Raw cotton was higher at 33.35c per pound. Manufactured cottons averaged higher. A line of silk thread rose from 52c per dozen to 63c and machine twist rose from $12.25 per pound to $13.25. Flax fibre was easier at 60-75c per pound.

HIDES, LEATHER, BOOTS AND SHOES. — Calfskins were higher at 42c per pound. Men's split boots were lower by 25c per pair. Tan calf and similar lines were 25c per pair higher.

METALS AND IMPLEMENTS.—Iron black sheets were higher at $7.75-8.80 per hundred. Antimony, lead, quicksilver and tin were lower, while spelter was firmer. A line of axes was easier, but coil chain and crowbars advanced.

FUEL AND LIGHTING.—Bituminous and anthracite coal at Montreal were unchanged. Gasoline and coal oil were also steady.

BUILDING MATERIALS. — New Brunswick spruce deals were steady. Deals were scarce, but the mills were working on English orders. Pine cuts at Toronto were higher at $75.00-77.00 per thousand. Soft maple was higher at $45.00 per thousand. Cement advanced to $2.80 per barrel. Plaster of Paris was higher at $2.90 per barrel. Building paper advanced to $1.20 per roll. Roofing pitch and coal tar were higher. Soil pipe, sash weights, and hinges advanced. Linseed oil was higher at $2.22 per gallon. Turpentine was lower at 95c-$1.00 per gallon. Prepared paints and varnish advanced.

HOUSE FURNISHINGS.—Wooden furniture advanced about 10 per cent owing to the higher cost of materials and labour. Iron beds were also higher. Earthenware advanced. Brooms were slightly easier at $7.75-8.50.

DRUGS AND CHEMICALS.—Carbolic acid was easier at $1.10 per pound. Quinine was down to $1.65 per ounce.

MISCELLANEOUS.—In raw furs, mink was lower, but muskrat was higher. Malt was lower at $1.90 per bushel. Manila wrapping paper rose to 7c per pound. Ground wood pulp was slightly easier, but sulphite pulp was higher.

Prices in Other Countries

In the United Kingdom, the *Labour Gazette* published by the Ministry of Labour reported that the retail prices of foods on the first of August were about 4 per cent higher than a month before. Government margarine and cheese were higher and seasonable advances were made in eggs, milk and potatoes. Butter, however, was slightly lower. It was estimated that while the retail food prices were 118 per cent higher than in July, 1914, allowing for the importance of each article in family consumption before the war, the average expenditure on foods had increased by only 81 per cent owing to the changes in diet, etc.

In the United States retail prices of food averaged higher on June 15 than a month before, as shown by the figures of the Bureau of Labour Statistics in the Monthly Labour Review. Meats, flour and potatoes were higher, but lard, peas, milk and cornmeal were lower. In wholesale prices, the index numbers of both *Bradstreet* and *Dun* showed slight decreases at the first of August as compared with the first of July. Lower prices of textiles, due to governmental regulation, were reported to be the chief cause of the decrease. Increases in livestock, provisions, metals, coal, building materials, and miscellaneous goods were largely offset by decreases in breadstuffs, leather, and naval stores.

In South Africa the level of prices shown in the *Union of South Africa Government Gazette* in Capetown was 42.7 per cent higher in April than before the war and the increase in expenditure including rent would be 35.6 per cent.

In India, the Department of Statistics reported prices at Bombay in December,

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria b 18 foods Vienna	Germany b 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910...	$6.95	...	...	991	...	...	...	113	...	...	93
1914...	7.73	...	1155	1098	...	...	...	116	115	...	102
1915...	7.86	...	1428	1201	...	...	...	142	135	...	101
1916...	8.79	...	1301	1276	...	...	...	167	...	...	114
1917...	11.42	...	1294	1370	...	...	...	...	...	...	146
1914											
Jan....	7.73	...	1099	...	...	...	95.7	...	112	...	104
April...	7.50	...	1162	...	...	...	96.2	113c	111	...	97
July.	7.42	100	1164	1070	100	100	94.3	...	113	100	102
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	121c	115	103	105
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.9	128	123	113*	103
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	99
July ...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	100
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	103
1916											
Jan....	8.28	145	1504	1236	...	188.5	125.1	153	159	130*	107
April ..	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	109
July. ..	8.45	161	1516	1276	...	217.6	124.6	170	199d	142*	111
Oct....	9.30	168	1454	1289	...	209.4	124.2	179	206d	152*	121
1917											
Jan....	10.27	187	1453	1359	271.7	...	136.0	186	...	160	128
April...	10.77	194	1473	1357	...	...	154.6	192	240d	175	145
July ...	11.62	204	1470	1357	296.1	...	...	212	...	177	146
Oct....	11.81	202	1506	1392	...	...	...	...	309d	192	157
1918											
Jan....	12.42	206	1505	1427	...	...	...	...	...	221	160
Feb....	12.54	208	1510	1430	...	...	208.8	...	...	227	161
March .	12.65	207	1519	1434	...	...	...	...	333.6d	235	154
April...	12.57	206	...	1464	...	...	...	...	...	247	154
May ...	12.66	207	...	1484	...	...	...	...	...	258	158
June....	12.77	208	...	1485	...	...	...	...	...	...	162
July...	13.00	210	...	...	...	...	...	...	...	...	...
Aug. ...	13.41	218	...	...	...	...	...	...	...	...	...

a January-March, 1914. *b*. British Labour Gazette. *c*. January-July. '13; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales	Commonwealth	
	172	44	45	294	25b	96	200	22b		92	92
1890...	110.3	102.2	72	...	109.252	...	91.56a	43.4	...	...	1053
1895...	95.6	87.6	62	...	94.604	6.4346	81.51	42.0	...	...	760
1900...	108.2	110.5	75	...	99.388	7.8889	91.41	44.2	1000c	...	894
1905...	113.8	103.2	72	...	110.652	8.0987	98.31	47.3	...	...	910
1910...	124.2	113.2	78	...	137.172	8.9881	119.17	59.3	1205	...	1008
1914...	136.1	120.8	86	99	146.069	8.9035	119.71	60.8	1303	...	1140
1915...	148.7	150.6	108	100	148.050	9.8530	124.96	64.0	1562	...	1604
1916...	182.0	196.3	137	123	175.720	11.8236	148.80	74.9	1873	...	1504
1917...	237.0	210.6	174	175	261.796	15.6381	204.12	110.8	...	...	...
1914											
Jan....	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	...	1085
April..	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389	...	1118
July ..	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct....	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1306	...	1229
1915											
Jan....	138.9	136.5	96.4	98	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362	1660*
July ..	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan....	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300	1502*
April..	179.1	190.5	134.2	116	164.61	11.7550	145.690	71.3	1878	1297	1493*
July..	178.8	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct....	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan....	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330	1525*
April..	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361	1587*
July ..	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483	...
Oct....	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	...	...	...
1918											
Jan....	258.1	262.9	186.2	185	278.696	17.9636	222.175	118.9	...	...	...
Feb...	263.5	264.4	187.3	187	286.844	18.0776	227.020	121.9	...	...	...
March.	269.2	266.6	188.0	187	286.430	18.0732	227.977	126.1	...	...	...
April..	269.4	270.0	189.8	191	291.404	18.4656	230.313	130.5	...	...	...
May...	275.8	273.4	191.0	191	288.030	18.9133	226.665	125.7	...	...	...
June ..	280.6	277.5	...	193	281.758	19.0091	224.843	122.7	...	...	...
July...	284.0	278.5	...	...	285.744	19.1849	232.575	123.3	...	...	...
Aug....	284.3	...	...	...	287.376	19.1162	232.058	122.2	...	...	...

a July of each year. *b* Foods. *c* 1901-1900—. *Quarter beginning that month.

1917, higher than in July, 1914, as follows: cereals 19 per cent, pulses 18 per cent, sugar 72 per cent, salt 84 per cent, and ghee 29 per cent. Rent advanced 18 per cent. The percentages of increases varied among the cities, being higher in some cases and lower in others.

In Portugal, the Ministry of Labour's index number, showing the changes in the cost of food, lighting, fuel and washing materials in Lisbon, based on the year 1913, rose to 204 in November, 1917, 210 in December, 223 in January, 1918, and 233 in February.

REPORT OF THE COST OF LIVING COMMISSIONER ON THE PRICE OF GASOLINE IN CANADA

THE constantly increasing use of gasoline by industries engaged in war production and by farmers in the processes of agriculture make it essential, not only that the supply be conserved and maintained for these purposes, but also that the price shall be such that farmers and others engaged in necessary production can obtain it at the lowest cost.

So as to conserve as much as possible the gasoline supply, the Fuel Board has issued an appeal to the public to refrain from the unnecessary use of motor cars, and to assist in other ways in the economic use and handling of gasoline.

In order to arrive at a determination of the lowest possible cost at which gasoline ought to be obtainable and to uncover any profiteering that may exist, the Cost of Living Commissioner, acting upon the instructions of the Minister of Labour, has made an investigation into the matter and has submitted a report which deals with the prevailing price of gasoline in Canada.

The investigation centered around the cost of refined gasoline imported from the United States; the cost of domestically refined gasoline was not inquired into. In explanation of this, the report draws attention to the fact that gasoline is produced almost exclusively by the refining of crude petroleum, of which Canada, at present, produces less than five per cent of her requirements; also, that, though the major portion of the gasoline consumed in Canada is refined in the country, the output of our own refineries not being sufficient for our needs we are compelled to import gasoline already refined from the United States; and "since this refined product is subject to a protective tariff, the price of this imported product laid down in Canada becomes the basis for the wholesale price in general throughout the country, and the profits of the refining industry in Canada have no bearing on the case."

The Commissioner finds that the wholesale price of gasoline in Canada is fair and reasonable, but that the retail price "could and should be lowered. Exorbitant prices are being charged by the retailers, especially in Alberta and Saskatchewan, where in many places the retail price charged is 50 cents, the retailer getting 9 and 11 cents for retailing. This form of profiteering is most severe in the smaller towns where there is the least competition and where the ones who pay are the farmers who use gasoline largely for necessary purposes rather than for pleasure seeking."

The Commissioner recommends the establishment of 35 cents as the maximum retail price in Ontario, and 43 cents and 45 cents in Saskatchewan and Alberta respectively.

The text of the findings of the Cost of Living Commissioner follows:

The cost of gasoline imported from specific points in the United States and laid down in Canada at sample points, before recent freight rate increases was as follows:

Gasoline imported into the Canadian prairie would naturally originate near the oil fields in the southwest of the United States. The con-

tracts of the Imperial Oil, Ltd., show costs on May 31, 1918, of refined gasoline to have been 18.50c a gallon wine measure at Caspar, Wyo. Since our Imperial gallon is one-fifth larger, this price amounts to 22.20c for the gallon as sold in Canada. To this cost at that time, to bring this gasoline to Swift Current, Saskatchewan, was added freight at $1.17 per hundred pounds of 8 gallons or 9.36c a gallon; a quarter of a cent a gallon for car rental; a duty of 2.5c a gallon; a war tax at 7½ per cent amounting to 1.67c a gallon; exchange at 2 per cent amounting to .44c a gallon; 2 per cent of all these items must be allowed for evaporation and loss in transit, amounting to .74c a gallon, making a total of 37.16c a gallon in the cars at Swift Current. By the time the gasoline is distributed in tank wagons or steel barrels to the retailer or engine owners, another cost is incurred, which cost must be added before comparison is made with the wholesale or tank wagon price in the United States. The jobbers are allowed 3c a gallon for this work. The Imperial Oil, Ltd., find that such costs of distribution in the West amount to 3.34c a gallon. This makes the cost of imported gasoline laid down at Swift Current 40.50c. The cost at Regina on a similar basis would be 39.11c, at Tompkins 40.13c, at North Battleford 40.34c, and at Edmonton, Alberta, 41.07c. The wholesale price, as charged for all gasoline, is an even 39c for all Saskatchewan points and 41c for Alberta points.

For Ontario points, we have worked out the cost as based upon the United States wholesale or tank wagon rate, thus avoiding working out the last item of cost, which is the distribution by tank wagon in Canada. The tank wagon price in Detroit was 23.20c per wine gallon or 27.84c per Imperial gallon. Add 2.09c for the 7½ per cent war tax, .56c for exchange, 2.5c for duty and the cost laid down at Windsor, Ont., without allowing for freight or evaporation, becomes 32.99c, but 2 per cent for losses should in fairness be added, and the cost would then become 33.66c a gallon. Taking the Buffalo tank wagon price of 23c for a wine gallon or 27.60c for an Imperial gallon, to find the cost laid down at Toronto, we must add freight amounting to 1.16c and a car rental of .25c, a duty of 2.5c, war tax of 2.07c and exchange of .55c a gallon, making the cost laid down to be 34.13c, without allowances for evaporation which would bring it up to 34.83c. The price laid down at Ottawa would be 35.60c and at Kingston 35.11c, including allowance for evaporation. It should be noted, moreover, that these costs are based upon the freight rates before the advance, and upon the United States prices at that time. Since May 31, both freight rates and United States wholesale prices have advanced. In all this territory of Eastern Ontario the tank wagon price is 33c.

These facts show immediately that we could not, even though we possessed price fixing powers, require the refiners, who are jobbers of imported gasoline, to reduce the price. The refiners could not be compelled to import at a loss. A reduction of price would imperil the supply of all the imported refined gasoline. Were our consumption restricted to the output of our refineries, such price reduction might be possible. Doubtless our consumers would prefer their supplies sustained rather than to gain the possibility of a reduction in price which would be slight at best. Moreover, since Parliament has seen fit to establish a protective tariff, we think that it would be unbecoming to suggest that our manufacturers be deprived of this protection.

We should expect under such a protective tariff that our refiners would sell their product at a price approaching the price of the imported articles, the degree of approach, or nearness, being determined very largely by the proportion required to be imported. If there were no independent jobbers in the field, the imported and the domestically refined products might be mixed and so the price fixed somewhat below the import price. Such is the situation. It is to the interest of the refiners to keep their customers supplied, especially since gasoline is an aid to the sale of more lucrative products of refining such as lubricating oil. They, accordingly, supplement the product of their own refineries with the imported finished product, this imported product being sold somewhat below its own cost, but this loss is easily carried by their business in general. Were it not for the fact that the Imperial Oil Company allows the Canadian Oil Company to sell the product of the Imperial refineries as a jobbing proposition, the Canadian Oil Company would either be forced out of the gasoline market in the West and the Maritime Provinces or else be compelled to sell at the full import price. The Canadian Oil Company, being allowed to job part of the output of the Imperial refineries at a fair margin of profit, they are able to supplement this with imported refined products and sell the combined product somewhat below the import price.

Since our investigation opened there have been decided increases on the side of costs on account of increased freight rates, but no increases in the Canadian wholesale price.

On June 25, action of the Director General of the United States Railways increased the freight rates from points of origin in the United States to points of destination in Canada by 25 per cent; since that date this has been modified in part of the territory to an advance of 4½ cents per hundred pounds. These increases caused an advance in the import cost of one-third of a cent and upwards to one cent in addition to one-half cent increase in the price in the United States; making a total increase in cost of imported gasoline laid down in Canada of 5/6 cents upwards to 1½ cents a gallon. It is interesting to note that while the freight rate advance increased the cost in United States points by one-third of a cent, prices in the United States rose by one-half a cent, while prices in Canada

remained the same, although Canadian importers paid the advanced price in the United States and the advanced freight rate in addition. On August 12, the advance in Canadian rates went into effect, increasing the distribution costs of the domestic product in Canada to 25 per cent more in the West and 43 per cent more in the East than early this spring, affecting the profits of the refiners, but not affecting the costs of importation. This caused an increase in cost of domestic gasoline varying from one-half to one cent a gallon besides the 5/6 to 1½ cent increase in the cost of the imported product. These figures look small, but assume importance on a total annual consumption of at least 100,000,000 gallons.

While these advanced freight rates have brought about increased prices in the United States, it has been found that an increase was not necessary in Canada. We have had no powers to require that prices be kept at their present level, but we have received assurances that in addition to the fact that prices have not been raised, no increases in Canada are contemplated. There is thus no chance to further decrease the wholesale price of gasoline in Canada, all increases in price since the war having been required by increased cost of the imported article from the United States, and this phase of the subject is wholly within the jurisdiction of the United States authorities.

We do find, however, that the retail price of gasoline could and should be lowered. Exorbitant prices are being charged by the retailers, especially in Alberta and Saskatchewan, where in many places the retail price charged is 50c, the retailer getting 9 and 11 cents for retailing. This form of profiteering is most severe in the smaller towns where there is the least competition and where the ones who pay are the farmers who use gasoline largely for necessary purposes rather than for pleasure seeking. In the cities where gasoline is used more largely for joy-riding, competition serves to hold the retailers' price more closely to the fair level. In Toronto, gasoline is sold largely at 2c above the wholesale or tank wagon rate. This fact combined with the experience of dealers in the United States and investigation of the books of Canadian retailers, points to the finding that a margin of 3c above the wholesale price in districts where such price is not more than 35c and 10 per cent of such wholesale price as maximum in any case, is a fair allowance for the retail price above the wholesale price for all retailers whose sales are 1,000 gallons a month or more. Such a ruling would establish 36c as a maximum retail price in Ontario, while in Saskatchewan and Alberta it would bring it down from 50c to 43c and 45c respectively.

It is respectfully suggested that such a ruling be immediately embodied in an Order-in-Council, and that the local authorities be empowered to enforce the same, the wholesale price being freely published at the same time.

MIGRATION AND SETTLEMENT

IMMIGRATION AND EMIGRATION. — During June, 1918, 2,162 persons (other than citizens of the United States) left the United States to take up permanent residence in British North America, as compared with 2,683 persons in May and 2,528 persons during June, 1917.

During June, 1918, 3,378 persons (other than citizens of the United States) departed from British North America to take up permanent residence in the United States, as compared with 3,439 persons in May and 2,807 persons during June, 1917.

The following statement shows by months the Immigration and Emigration during the second quarter of 1918, together with a comparison of the figures for the same period in 1917:

1918	Immigration to Canada from United States	Emigration from Canada to United States	Balance	
			inward	outward
April	2,293 persons	3,452 persons	.....	1,159
May	2,683 "	3,439 "	.....	756
June	2,162 "	3,378 "	.....	1,216
2nd quarter 1918	7,138 "	10,269 "	.....	3,131
2nd quarter 1917	6,038 persons	15,152 persons	.....	9,114

RECENT LEGAL DECISIONS AFFECTING LABOUR

Members of local union liable for damages for refusal to admit workmen to membership

TWO coal miners brought suit against a local union of the United Mine Workers of America, and officers and members thereof individually, for wrongful refusal to admit them to membership in the union, as a result of which they were unable to obtain employment. The plaintiffs claimed that they had been members of a local union at the mine where the one involved was situated until January, 1917, when the mine operators discharged the men and closed the mine for three weeks. It was then re-opened as a non-union mine, and the plaintiffs resumed work there. Later on a new local union was formed, and two of the defendants representing the reorganized union insisted that the operators discharge the plaintiffs unless they joined the union. The plaintiffs claimed that they made two applications for admission to membership in the union, but were wrongfully refused on both occasions in violation of the constitution of the local union. They then appealed to the officers of District 18 of the U. M. W. A. to which the local union was affiliated. As a consequence the local union was instructed to reinstate them, but refused to do so as late as January 6, 1918. They were told, however, that the union had no objection to their working in any of the mines. They began to work again about the middle of January, but were boycotted by the other miners, so that they were forced to quit. In the judgment of the Court it was declared that the plaintiffs were deprived of a civil right as a consequence of the defendants' actions, and the defendants were liable. The local union, however, was not liable in regard to anything subsequent to the date when the plaintiffs last returned to work. What took place after that was the individual action of the union men in the camp, and there was no evidence that the local union authorized it. The local union, not being a corporation, a partnership, or a trade union incorporated under the Trade Union Acts, can be reached only by suing the individual members. The officers of the local union were the agents for the individual members, and the principal is bound by the authorized acts of the agent acting within the scope of his authority. The individual members of the local union were each liable for what was done by their agents. Judgment was given against the defendants for each of the plaintiffs for $435.62 for loss of wages and $100 general damages and costs, each judgment to carry one-half of the costs. (*Alberta—Williams and Rees v. Local Union No. 1562, United Mine Workers of America, and Young et al.*)

Liability of street railway company for removal of snow

A teamster was driving a sleigh loaded with wood on a street in Winnipeg beside the car tracks, when it was overturned, and the man received injuries which caused his death. His widow brought suit against the City of Winnipeg and the Winnipeg Electric Railway Company for negligence, and was awarded damages. The questions submitted to the jury and answered by them were as follows:

1. Was the Winnipeg Electric Railway Company guilty of any negligence that caused the accident? A. Yes.

2. And if so, in what did the negligence consist? A. In allowing the snow to be slanted up from the tracks which when it became hard and icy was not safe for public traffic.

3. Was the City of Winnipeg guilty of any negligence that caused the accident? A. Yes.

4. And if so, in what did that negligence consist? A. In neglecting to force the street railway company to remove the snow that caused the danger to traffic, and in not removing it themselves.

5. How, in your opinion, did the accident happen? A. In pulling his team out to pass the milk sleigh the hind bob slid down the slope to Point 1ft. 8in. shown on the model exhibited by Mr. Bower from the city engineer's department, the sudden stop caused the box to overturn.

6. If your verdict be in favour of the plaintiff against either of the defendants, or against both of them, what damages do you award? A. $4,000 in all.

An appeal was taken against this verdict by both defendants. With regard to the Electric Railway Company, it was declared in the judgment of the Court of Appeal that answers to questions 2 and 5 do not disclose a liability. The company was only obliged to keep an 18-inch strip clear of snow, and the point where in the opinion of the jury the upset took place was outside of that strip. If the snow had been wholly removed from the strip the accident would have been aggravated. The plaintiff failed to show any breach by the company of the by-law or contract with the city. According to the findings of the jury, the accident was caused by a condition of the street for which the company was not responsible. For these reasons the appeal of the Electric Railway Company was allowed and the action against it dismissed.

With regard to the City of Winnipeg, the Court agreed with the counsel for the city when he raised the objection that the trial judge had failed to give the jury any definition of negligence, or to indicate what the duty of the city was under section 722 of the Winnipeg charter, which provides that "every public road, street, bridge and highway, and every portion thereof, shall be kept in repair by the city, and in default of the city so to keep in repair, the city shall . . . . be civilly responsible for all damages sustained by any person by reason of such default." For this reason it was ruled by the Court that the verdict against the city should be set aside and a new trial ordered. (*Manitoba—Clark v. City of Winnipeg and Winnipeg Electric Railway Company.*)

To recover damages for accident to Government railway employee, negligence must be shown

The widow of a brakeman who was killed while in the discharge of his duties on the Intercolonial Railway, sought by petition of right to recover the sum of $22,000 as damages on account of his death. He was sitting on the last box car of a train which was travelling slowly, when the car suddenly jumped the track, uncoupled and rolled down an embankment, causing him fatal injuries. It was pointed out by the Court that to succeed the claim of the suppliant must arise out of the death of her husband caused by the negligence of any officer or servant of the Crown while acting within the scope of his duties, or employment upon, in or about the construction, maintenance or operation of the Intercolonial Railway or the Prince Edward Island Railway. The suppliant's evidence showed that the roadbed was in perfect condition, the rate of speed was moderate, and the box car which jumped the track was in perfect order. The cause of the accident was unexplained. It was an unforeseen event which was not the result of any negligence or misconduct of an officer or servant of the Crown. It was therefore declared that the suppliant was not entitled to the relief sought by her petition of right, and judgment was given in favour of the Crown.

The above decision was given under the Exchequer Court Act, as amended in 1910. In the present year, however, an Act was passed providing that an

employee of the Dominion Government who was injured, or the dependents of an employee who was killed, would be entitled to the same compensation as other employees under the law of the province in which the accident occurred. Employees on the Canadian Government railways prior to the date of an injury may elect to accept compensation under this Act instead of an allowance under the Intercolonial and Prince Edward Island Railways Employees' Provident Fund Act.* (*Canada—Thibault v. The King.*)

*See LABOUR GAZETTE, August, 1918, pp. 657, 658.

REVIEWS

UNITED STATES.—Wartime Employment of Women in the Metal Trades. National Industrial Conference Board. Research Report Number 8. July, 1918. 83 pp.

Women in Metal Trades in United States

THE National Industrial Conference Board of the United States has issued a report on Wartime Employment of Women in the Metal Trades, based on information from representative manufacturers in those trades in the United States. The report was prepared chiefly for the information of manufacturers who contemplate the introduction of women workers into their establishments. It is confined to a study of results of the employment of women in new occupations as reflected in output and other factors directly contributing to manufacturing efficiency, and does not discuss the broad social aspects of the subject.

The conclusions reached in the investigation are summarized briefly as follows: "Experience of employers in the metal trades in the United States has clearly demonstrated the practicability of employing women in a large variety of manufacturing operations. In a majority of establishments included in this investigation where women were employed in the same work they have equalled or excelled men in respect to output. In some processes their superiority is marked. As a rule, however, they have not been employed on highly skilled work and it is on light repetitive work requiring little experience or initiative that they have made their best record. It is the concensus of opinion that women should not be employed on heavy work, or on machinery where the accident hazard is distinctly high, or on work where extreme temperatures, poisonous fumes, or other serious health hazards are involved. The principle of equal wages for equal work has found fairly general acceptance among employers in the metal trades. Women are somewhat less regular in attendance at their work than men, but the labour turnover thus far has been lower. The attitude of women frequently is reported as more receptive, steadier, and more conscientious than that of new men workers at present available. The proportion of accidents apparently is lower among women than among men, due especially to employment in the less hazardous occupations. In approximately half of the establishments reporting on hours, women were working not over fifty hours per week. Substitution of women for men in the metal trades has not yet been extensive. In the establishments represented in the investigation

women thus far have been chiefly drawn from other industrial occupations rather than from the ranks of those previously unemployed. While the permanent employment of women in the light occupations in the metal trades is regarded by many employers as desirable, their continuance will doubtless depend largely upon the condition of the labour market after the war. As yet little objection has been made by men to the introduction of women into new occupations, but it cannot be assumed that this attitude will remain unchanged if the competition of women workers becomes more keenly felt."

UNITED STATES.—Work of the Free Labour Exchanges of Ohio for the year ending June 30, 1917. The Industrial Commission of Ohio, Department of Investigation and Statistics. Report No. 34. 42 pp.

Free Labour Exchanges in Ohio

A report on the work of the free labour exchanges of the State of Ohio for the year ending June 30, 1917, which has been issued by the Industrial Commission of Ohio, is interesting as showing how they have been utilized to meet the new war conditions which prevailed during that year. The shortage of labour at the beginning of that period, due largely to war orders, became more acute when the United States declared war, owing to thousands of enlistments. In order to provide better means for the distribution of labour, the State was divided into twenty-one employment districts, and in April, 1917, fourteen new employment offices were added to the original seven offices, which were located in the largest cities of the State. Owing to the scarcity of available help there was an increase of only fifty in the total number of applicants for the year, 348,043 having applied for work during 1916-17, and 347,993 during the previous year. Employers requested through the free labour exchanges an average of 832 persons per day, or a total of 253,687. An average of 712 persons per day were referred to them, and an average of 577 were reported placed. The total number reported placed, 175,955, was equal to 50.6 per cent of the total number of applicants for work, and to 69.4 per cent of the number requested by employers. Of the total applicants for work, 246,635, or 70.9 per cent were males, and 101,408, or 29.1 per cent were females.

With regard to the class of labour handled in these offices, the proportion of unskilled and semi-skilled workers dealt with is steadily decreasing. During the year ending June 30, 1917, a total of 4,460 applicants of a high grade were placed in positions, an average of 372 per month. Of these 2,759 were males and 1,701 were females. Of the males placed, 54.8 per cent were labourers, 13.1 per cent were day workers, 2.9 per cent were in skilled building trades, 2.6 per cent were farm and dairy hands and gardeners, and 1.9 per cent were in skilled metal trades. Of the females placed 80.1 per cent were day workers and laundresses, 6.4 per cent were in hotel and restaurant work, 4.9 per cent were in general housework, and 3.2 per cent were factory workers.

SWEDEN.—Kooperativ Verksamhet. I. Sverige Aren 1911-1913. Sveriges officiella Statistik. 597 pp.

Co-operative Societies in Sweden

An official report on co-operation in Sweden brought up to the end of the year 1913 shows that the co-operative movement was making fair progress in that country, although some allowance has to be made for societies which had ceased to exist, but had not

so reported to the Bureau of Statistics. The total membership of co-operative societies at the end of 1910 was 85,358 persons, and during the period from 1911 to 1913 the number rose to 112,694. If each member represented on an average five persons, then at the end of 1913 about 565,000 persons, or ten per cent of the total population of Sweden, were directly interested in co-operation. During the years 1897 to 1913, inclusive, 4,284 workmen's co-operative societies were registered, of which number 522 declared their dissolution, leaving 3,762 officially in existence at the end of 1913. In the same period 2,310 agricultural co-operative societies were registered, 136 reported that they had ceased to exist, leaving 2,174 still in operation. There was thus a total of 6,594 societies registered, out of which number 658 reported that they had dissolved. Many societies, however, went out of existence without reporting, and it was estimated that the actual number of existing societies at the end of 1913 was about 5,000.

THE

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

During September employment was good and in most industries there was a demand for labour, particularly in the shipyards, while large numbers of men were being sought for the lumber camps. Employment generally in the districts of Fernie and Michel was disturbed by strikes in the coal mines. In civic employment a slight decline was noted in comparison with August, and a considerably larger decline in comparison with September, 1917.

The time loss on account of industrial disputes during September was greater than during August and much greater than during September, 1917. There were in existence during the month 30 strikes, affecting 7,416 workpeople and involving a time loss of 102,563 working days.

The average cost of the weekly budget of staple foods decreased slightly during the month, the September figure being $13.31, as compared with $13.41 in August, 1918, and $7.83 in September, 1914. The index number of wholesale prices rose from 284.3 in August to 285.3 in September, while the index number for September, 1914, was 141.3.

Proceedings under the Industrial Disputes Investigation Act

During the month of September the Department received reports from three Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) The Hamilton Cotton Company and certain of its employees; (2) The Polson Iron Works, Limited, Toronto, and certain of its marine pipe and steam fitters; and (3) Certain firms, being members of the Employers' Association of Toronto, and various classes of their workmen. A report was received from the Board of Appeal to which had been referred the dispute between the Canadian General Electric Company, Peterborough, Ont., and its machinists, specialists and electrical workers; also an interim report from the Royal Commission established under the Inquiries Act to investigate the dispute existing on the British Columbia coast between shipowners and their employees, being masters and mates, members of the Canadian Merchant Service Guild.

Eight applications were received for the establishment of Boards; two Boards were established in connection with ap-

plications which had been received during the preceding month; and advice was received of an amicable settlement by direct negotiations of the dispute between the Quebec Railway, Light, Heat and Power Company and its mechanics of various classes. The powers of the Royal Commission appointed under the Inquiries Act to investigate the dispute existing on the British Columbia coast between various shipowners and their employees, being masters and mates, members of the Canadian Merchant Service Guild, were extended during September to investigate also any differences which might exist on the vessels operating on the lakes and rivers of British Columbia.

* * *

Order-in-Council declares certain associations to be unlawful

The Government, on September 28, passed an Order-in-Council declaring that while Canada is engaged in war the following associations or organizations shall be considered to be unlawful: The Industrial Workers of the World, The Russian Social Democratic Party, The Russian Revolutionary Group, the Russian Social Revolutionists, The Russian Workers Union, The Ukranian Revolutionary Group, The Ukranian Social Democratic Party, The Social Democratic Party, The Social Labour Party, Group of Social Democrats of Bolsheviki, Group of Social Democrats of Anarchists, The Workers' International Industrial Union, Chinese Nationalist League, Chinese Labour Association.

And, further, that any association that endeavours to bring about any governmental, political, social, industrial or economic change in Canada by the use of force, or by threats, or which defends the use of force, shall also be considered unlawful. Any person being connected either as an official or a member, or who knowingly allows his premises to be used as a meeting place for such association, or who prints any book or pamphlet in which force is advised or defended, will be liable to fine and imprisonment.

The Order-in-Council also makes it a punishable offence, while Canada is at war, to hold or attend meetings the proceedings of which are conducted in the language of any enemy country or in the Russian, Ukranian or Finnish language. This prohibition, however, does not apply to religious services.

* * *

Labour men in British Columbia meet Provincial Cabinet

The British Columbia cabinet recently met a delegation from the British Columbia Federation of Labour to discuss the strike situation in the mining industry, and to consider a number of proposals in the interest of labour generally. The matters under discussion included changes in the Election Act. It was urged on behalf of organized labour that the Proportional Representation system of election be tried in the constituencies of Vancouver and Victoria for provincial elections, and that the law requiring deposits from candidates be amended. With regard to labour legislation, it was urged that the administration of the Factories Act be turned over to the Workmen's Compensation Board. On educational matters the labour men urged that school supplies be free, and that child labour legislation shall be passed raising the age limit to 16 years. Mothers' pensions, State sick benefits, and unemployment were also discussed. For the better protection of street railway employees, legislation making the eight hour day compulsory was asked. The subject of 'company towns' was discussed at length, and in this connection the Minister of Lands stated that, while realizing the advantages that would accrue, there were many difficulties in the way of opening these towns, but stated that practical suggestions would be given consideration.

The clearing house for the proper distribution of labour in Canada, for which future provision is made in the new Employment Offices Co-ordination Act (see May issue of the Labour Gazette, p. 354) will be modelled along the lines of that already in existence in Great Britain.

National Clearing House for labour in Great Britain

The National Clearing House of the British Ministry of Labour was created in 1914 as a section of the Employment Department. Its principal function is to circulate expeditiously to all employment exchanges throughout the country details of vacancies in any of the industries and trades that may be received from districts where there is a shortage of labour. The following details as to its methods of procedure are derived from a recent article in *The Month's Work,* published by the Ministry of Labour.

The whole country is divided up into what are known as "clearing areas." Each of these areas contains, in addition to a number of employment exchanges, a clearing exchange where information is collected for the whole area as to the surface labour available. When an employment exchange has vacancies for labour that it is unable to fill it communicates by telephone with the clearing exchange. If the latter is unable to find sufficient labour within its clearing area to fill the vacancies it at once notifies the National Clearing House, or "N.C.H.," as it is generally becoming known. At the National Clearing House vacancies thus notified are collated and published in what is known as the National Clearing House Newspaper. In this journal the vacancies in each occupation are set out in groups, thus making it possible to ascertain at a glance where vacancies exist in any given occupation. It is issued weekly and is supplemented on the subsequent days of each week by daily sheets; and as each week's issue is cumulative it cancels the whole of the preceding issues. During the past twelve months vacancies have been circulated through the National Clearing House for nearly 370,000 workpeople; on one day alone there were actually in circulation over 22,000 separate advertisements, covering roughly five times that number of vacancies. The following illustrations will serve to show the speed with which the National Clearing House brings man and job together. A certain dockyard put in an application for 150 rivetters to be supplied immediately; and within a few hours the Clearing House was able to state the exact place from which this number of men could be procured. In connection with the construction of large hutments, etc., for immediate military employment, nearly 25,000 men were brought from all parts of the country. From London, through the medium of a single employment exchange, 14,000 men were sent to various parts of the country to build huts, construct military roads, assist in the shipment of goods to the army, etc.

With the progress of the war a system was instituted between the War Production Department and the Ministries of Labour and National Service whereby a National Committee was set up to decide which vacancies were to be accorded "priority" treatment at employment exchanges in accordance with the urgency of the occupation from a national standpoint.

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In the early months of the war when the cost of living began to rise, the Government employees of Great Britain sought to impress upon the Government that the position of those having to depend on fixed salaries was far different from those who, owing to the special demand for their services, were able to command an increased wage commensurate with the increase in prices. In January, 1917, the Government, fully conceding to this point of view, authorized the appointment of a "Conciliation and Arbitration Board

Conciliation Board for Civil Servants in Great Britain

for Government Employees." Previous to this, however, the Government had on two occasions, in March, 1915, and in September, 1916, yielded to the request of the lower paid post office employees for wage increases and had granted on each occasion bonuses of from 5 per cent to 7½ per cent for men and about half that amount for women. A third appeal being made in 1917 by six organizations of post office employees, the Government finally authorized the appointment of a conciliation and arbitration board to consider this and other requests for increased wages due to the war that may be preferred by both permanent and temporary employees of the Government. In respect to this third appeal of the post office employees the conciliation board was of the opinion that the continual increase in the cost of living warranted "a (further) temporary increase of remuneration by way of war bonus"* and granted an additional bonus of from 8 per cent to 15 per cent approximately for men and about two-thirds of that amount for women. In the case, however, of employees engaged in the engineering and other departments of the post office under trade conditions this award was made not to apply. It was thought that in these cases wages should follow the decisions of the local industrial tribunals of the districts in which these employees happened to be engaged. Other requests for wage increases were preferred by the Civil Service Federation, the Civil Service Clerical Alliance and the Customs and Excise Officers Association. The board took these cases under advisement and made awards identical to those granted in the cases of the post office employees (Award No. 2).

The first meeting of the Conciliation and Arbitration Board for Government Employees was held during February, 1917, and up to the end of last year 50 claims had been heard, of which 15 were settled by conciliation, 33 by arbitration, and two were outstanding. The board, which consists of three members, was formed "to deal by way of conciliation or arbitration with questions arising with regard to claims for increased remuneration, whether permanent or temporary owing to war conditions, made by classes of employees of Government departments other than classes of employees who are engaged wholly or mainly by way of manual labour of a kind common to Government and other employment and in respect to whom the board are satisfied on the certificate of the Government department concerned, that adequate means for the settlement of such questions have already been provided, or that changes of remuneration always follow the decisions of the recognized machinery applicable to the district generally."

The methods of procedure adopted by the board have been described in an official publication as follows:

"The board, together with not more than three official representatives and not more than three representatives of the class concerned, or their association if one exists, will hear any claim which falls within its terms of reference (cabinet instructions). No stereotyped procedure is followed in its hearings, but the proceedings are kept as informal as possible. The hearings are confidential and no verbatim report is taken, though a record is kept of each one. An agreement is required from representatives of the claimants that they will abide by any decision, and assurance is given that the Government will be similarly bound.

"Since the organization of employees has not made much headway except in the general post office . . . it was decided to deal with the representation for each case on its merits, and in cases where outside associations represent employees to admit one such representative, who, however, cannot be signatory to any agreement arrived at by conciliation."

At the outset of its activities the board differentiated, both in principle and in amount of bonus, between permanent

*Conciliation and Arbitration Board for Government Employees. Award No. 1. London, May 7, 1917. 2 pp.

and temporary employees on the ground that wages for permanent employees had been fixed in times of peace with reference to normal conditions, and had therefore ceased to be a fair wage, while in the case of temporary employees the rates of pay had presumably been fixed by conditions brought about since the war.

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After-the-War Housing in Great Britain

In addition to dealing with the problem of providing housing accommodation for workers engaged in war production, the British Government has also given considerable attention to the emergency housing problem that is bound to present itself at the close of the war when many thousands of men will return to industrial life. The Advisory Housing Panel, appointed by the Ministry of Reconstruction to study and report upon this particular phase of the housing shortage, recently submitted a memorandum (published as a Parliamentary Paper—C. D. 9087) which has been summarized, as follows, in a recent issue of the British *Labour Gazette*:

In order to make up the deficiency in housing caused by the cessation of building during the war, it is estimated that it would be necessary to build, in the year following the war, 250,000 houses, plus an additional 75,000 for each year after 1917 through which the war is continued. Further, in addition to this number, it is considered that 50,000 houses should be built in rural districts over and above what may be regarded as their share of the foregoing. It is not suggested that these figures approach the full need of either urban or rural districts, but they are given as representing the lowest limit to be aimed at. One member of the Panel appends a reservation in support of his belief that the figures are far too low.

The Panel think it clear that whatever other measures may be taken, no considerable number of houses will be built in the year after the war unless financial aid is forthcoming from public funds to make good the inevitable loss due to abnormal prices, and they come to the conclusion that the bulk of the new houses must be provided by local authorities or by the State. This, of course, does not mean that private firms will have no share in the work which has to be carried out; their assistance will certainly be required, and they should be fully employed as building contractors. To meet the financial difficulties which will have to be faced the Panel propose:

(a) That the State should provide the whole cost of the building and should own the houses for a period to be fixed, say five years, at the end of which prices may be expected to have attained a normal level. This period is referred to as the transitional period.

(b) During this period the local authority will act as agents of the State, and will be responsible, subject to the approval of the District Housing Commissioner (appointed by and subject to the control of the president of the Local Government Board), for building and managing the houses and collecting the rents.

(c) At the end of the transitional period the ownership of the houses will be transferred to the local authorities at a figure to be arrived at by deducting from the original cost such a percentage as represents the fall in price of materials and labour, together with fair allowance for depreciation.

(d) During the transitional period the rents, collected by the local authorities as agents, will be paid over to the State. In urban districts the aim should be to fix rents at a figure likely to provide a fair interest, sinking fund, etc., when normal conditions are restored and the abnormal cost has

been written off. In rural districts the rents should be fixed in consultation with the Agricultural Wages Board, and in co-operation with that body raised by stages to a similar figure, which should be reached by the end of the transitional period.

(e) Upon the transfer at the end of the transitional period, it should be incumbent upon the local authorities to secure, as far as may be practicable, rents sufficient to cover the annual charges.

(f) It will be clearly impossible to forecast accurately the date when, conditions having become normal, the transitional period may be equitably considered to be concluded. It may be desirable, therefore, to give power to the Government of the day to postpone by order the date of the transfer of ownership in any district where circumstances might require it.

Great importance is attached to the provision dealing with the raising of rents by stages in rural districts. Until rents can be obtained to cover the annual charges no permanent solution of the housing difficulty will be found. The only possible method of achieving this end is by a deliberate co-ordination between rents and wages.

The present scheme of State building provides an opportunity, which must not be let slip, of securing permanently a greatly improved standard of building, and the Panel recommend that the Government should insist on a high standard of design and lay-out, and, save in exceptional circumstances, on a restriction of the number of houses built to the acre to, say, 12 in the towns and to eight in the country; that the houses must be completed within a definite time, suggesting for this purpose that a year may be fixed; and that the houses built must be for the occupation of the working classes, the definition of which term, as given in the Housing Acts, needs some extension. The right view appears to them to be that adopted in the Workmen's Compensation and National Health Insurance Acts, namely, that all persons should be included whose incomes from all sources are below the limit of 160 pounds per annum. In view of the great rise in prices the limit might possibly be raised to 200 pounds.

Where prompt action cannot be obtained through other agencies, the Panel consider that power should be reserved to the State itself to build the necessary houses. It is not anticipated that this power would often be required, but it is believed that it will prove an effective sanction when dealing in the last resort with unwilling local authorities.

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Housing policy of the United States Government

The creation of the United States Housing Corporation by the Department of Labour (see page 692 of the September issue) followed by the publicly expressed desire of the Government that building operations not required for war purposes should be suspended, has led to some misunderstanding as to the exact function of this corporation. Some communities are apparently under the impression that the Government is prepared to take upon itself the duty of providing housing accommodation for all workers in any locality that may seek its aid. In order to remove all misunderstanding and to make clear the Government's policy, the housing corporation states that the Government will build houses for war workers only as a measure of final relief and not until every community concerned has exhausted its own resources. The Industrial Housing Bureau urges that appeals be made to citizens in these centres, whatever their prior customs may have been, to now open their houses to boarders. It further urges that towns and cities which have profited by the war "could well spend some of their new earnings

upon homes for working people." The bureau points out that in cases where communities engaged on war contracts are suffering from a house famine and are doing nothing to relieve the situation, it is the intention of the War Department to limit, and even withhold, further contracts in order to assist other communities who are saving for the Government not only the cost of providing houses but also the increased cost and delay in the completion of work due to the high labour turnover that always accompanies poor housing facilities.

In order that those communities that are being developed by the Government may be so conducted as to encourage and enable the workers to put forth their best efforts the Industrial Housing Bureau is looking for competent men to undertake their management. "The duties of management," according to the bureau, "will involve not only the collection of rents, the supervision of repairs and the maintenance of buildings, but it will comprise duties similar to those of mayor, including oversight and responsibility for sanitation, cleanliness, fire and police protection and the general health and welfare of the inhabitants." It has been decided as a matter of policy that these communities shall not be managed by local men; it is thought that the transfer of managers from one community to another will develop a number of experts in this line of work.

* * *

Italy prepares for Reconstruction

Italy, in common with most other countries involved in the war, is engaged in the formation of a policy to meet the reconstruction period that will follow. Some months ago the Government appointed a reconstruction commission, comprised of some 600 members, which included senators, deputies, civil servants, educationalists and leaders of industrial and commercial life. This Commission was divided into two sub-commissions, one for dealing with judicial, administrative and social questions, and the other for treating industrial, commercial and agricultural problems. These sub-commissions were in turn divided into a number of sections, each section having its own problem with which to deal. As a direct result of the deliberations of the various sections of this Commission having to do with labour problems, the Italian Ministry of Labour has now issued a report containing statements of general principles and proposals in connection with the task of reconstruction after the war, of which report the following is a summary:

In order to ensure an increase in national production, it is stated, as a fundamental principle, that the workers should be made to feel an interest in their country and in society, through having a direct share in public affairs and in the regulation of production; and that to this end they should be granted further economic and political freedom, coupled with a system of general and technical education. The report speaks of the "conflicting interests of consumer and producer," and suggests that in order to bring these interests more into harmony the State shall seek the advice and co-operation of those technical and financial leaders who, in determining what is best for the nation as a whole, "will put aside their adherence to preconceived ideas and political prejudices on behalf of the protectionist system to the disadvantage of the consumer, or on behalf of unrestrained freedom (of trade) to the hindrance of industrial development."

In reference to demobilization and reestablishment of labour in industry, it is recommended that the Government, through the machinery of the Labour Department, proceed immediately to take a census of the number and character of the workers at present under arms and engaged in war production, to determine their intelligence and adaptability and the place and nature of their last employment.

The co-ordination of existing employ-

ment offices and the creation of new ones is recommended, and, in order to cover every district, municipal committees should be formed, under the control of provincial committees which, in turn, will be under the national committee at the Labour Department. Workmen registered for employment and travelling to obtain it should be granted reductions in railway fares. As a guide to the state of the labour market and in order to prevent abuses and parasitism, it is recommended that in the future a census of unemployment be taken periodically.

In reference to the demobilization of war industries, it is suggested that a national fund for unemployment be established, out of which aid may be granted for at least a year after the conclusion of peace to those suffering from unemployment through the effect of the war and of the post-bellum readjustment. It is suggested that all agencies for the control of industry should be reorganized so as to prevent the lowering of wages, and to establish a minimum wage for wounded men rendered less capable as a result of the war, and for industries poorly organized and for home work. It is also recommended that commissions be appointed to judge the cases of those in debt for rents and to provide relief where necessary.

As to the transferring of war industries into other lines of activity, an investigation should be made as to the possibilities of each industrial establishment, the time necessary for the transfer and the amount of labour likely to be re-employed in such establishment.

In order to stem the tide of possible future emigration, it is suggested that conditions at home be so improved as to remove the desire on the part of the industrial population to emigrate. Other recommendations embodied in the report are: the preparation of a well-considered programme of public works, the settlement by boards of arbitration of labour disputes, and the study of the whole question of social insurance.

Labour Jottings

Details of further amendments to the McAdoo Award in the United States and their application to Canadian railways are given in this issue.

The Department of Labour has just published the last of a series of three reports which are a compilation of all the labour laws enacted by the Dominion and Provincial Governments up to the end of 1917.

Hon. Justice F. S. Maclennan, of Montreal, has been appointed permanent chairman of the recently created Labour Appeal Board. In the two cases already heard by the Board the decisions were unanimous.

The United States Employment Service has added to its organization a farm service branch, upon which the National Grange, the National Farmers' Union and the National Dairy Union are represented.

During August, the first month of its extended operations, the United States Employment Service recruited and moved between 50,000 and 60,000 unskilled workers from States having a surplus to other States where unskilled labour was required for Government work.

The first number of "The Canadian Official Record," referred to in the September issue, appeared on October 1. It will be published weekly by the Director of Public Information.

A meeting of selected representatives of the provinces of British Columbia, Manitoba, Alberta and Saskatchewan was recently called to consider the idea of bringing into uniformity the workmen's compensation acts of these provinces. The acts of British Columbia, Manitoba and Alberta are administered by boards specially provided for the purpose, but in Saskatchewan the old form to the act requiring action through the courts to secure compensation is still in force.

Under section 79 of the new Workmen's Compensation Act of New Brunswick the Lieutenant-Governor of that province recently fixed the eighteenth of September as the date upon which the organization of the Workmen's Compensation Board, the classification of industries and levying and collecting of assessments shall be commenced. The right of workmen to receive compensation for injuries shall become effective on a date yet to be fixed, upon which date also the Workmen's Compensation Act of 1914 shall be repealed. The text of the new Act was printed in the August issue of the Labour Gazette.

In July last the British Ministry of Labour issued the first number of a monthly magazine, entitled "The Month's Work." The magazine, though ostensibly "for official use," deals in a very human way with the activities of the labour department and the many various committees and councils for which the department is responsible. The Foreword was contributed by the Minister of Labour, the Right Honourable G. H. Roberts.

Officers of the Civil Service Federation of Canada recently met the Dominion Cabinet in conference, and presented a Memorial signed by all the officers of affiliated associations asking for a bonus of $350 for civil servants to offset in some measure the increased cost of living during the past four years. During the conference it was urged that, for a limited period, a Minister be assigned to deal with Civil Service matters and to be accessible to further representation from the Service. Sympathetic consideration of the Memorial was promised by the Cabinet.

INDUSTRIAL CONDITIONS DURING SEPTEMBER, 1918

I.—GENERAL REVIEW

The Labour Market

Employment in the metals and machinery group was very good in all its branches, except that the structural steel plants in some cases were rather quiet, due to a shortage of material. There was a considerable reduction in the output of the Sydney steel plants, owing partly to industrial unrest. Many additional workers were taken on at the shipyards, and a further expansion of employment was anticipated on the West coast. In the food group, the flour mills were quiet in the Maritime Provinces and Quebec, but in Ontario and the West they were all employed. There was a demand for help in the abattoirs at Toronto. The soft drink plants were quieter owing to the seasonal change and the shortage of sugar. Confectioners were all affected by the sugar shortage. The fruit and vegetable canneries were in need of extra help. Employment was good in the tobacco factories and fair in the breweries and distilleries. In the textile group employment was good, except for some seasonal slackness among tent, awning and sail makers. The cotton mills at Montreal were hindered by the shortage of raw material. There was a fairly pronounced demand for female help in the ready-made clothing and whitewear factories, and employment was good in steam laundries and dyeing establishments. The pulp mills generally were operating to full capacity and there was a demand for both unskilled and skilled labour, especially for the woods. Printers were well employed and there was some demand for girl press-feeders. Experienced help and

apprentices were being sought in some of the paper box factories. In the woodworking industries the activity of last month in the Maritime Provinces was maintained. The wooden box, furniture and piano factories generally were active. In the leather group the tanneries were rather quiet owing to the shortage of raw material, but employment was good in the boot and shoe factories. The rubber workers were actively engaged. In the clay, glass and stone group, there was an advance in employment in cement, lime and plaster works and in the cement block plants, but otherwise the group was dull. In paints, oils and chemicals, the paint factories at Halifax and Toronto continued to be well employed and the Regina oil works continued to run with a full staff. There was some demand by the drug companies at Windsor for female help. In transportation, the heavy shipments of freight on the steam railways gave good employment to operating crews and freight handlers, and the car shops were very busy. There was some reduction in the amount of lake transportation due to unfavourable weather. Electric railways generally were somewhat quieter owing to the close of the tourist season. 'Longshore work was dull at Halifax and St. John, but active at other Eastern ports; at inland ports it was better than in the previous month, due to the arrival of coal shipments. In mining and quarrying there was some demand for labour in the granite quarries near Sherbrooke. In the Cobalt silver mines the supply of labour was fairly satisfactory, due partly to the 25c daily bonus paid to mine workers as a result of the war time high price of silver. In the Porcupine gold area the shortage of labour continued to be pronounced, and there was a steady demand for labour in the mining centre between Fort William and Fort Frances. Nickel refiners were also in demand. In coal mining, labour disturbances and strikes in the Fernie and Michel districts prevailed throughout the month, and at Sydney there were labour disputes also, but in other coal fields there were demands for skilled labour. In the lumber industry there was a decrease in the previous month's activity, although employment was good. It was apparent that operations at the lumber camps would have to be very much curtailed this winter, owing to the great scarcity of skilled men. Employment in the saw and shingle mills generally was good. There was a great demand for farm hands in the Western provinces and a lesser demand in the East. In the building trades, employment generally was good except in Quebec, though in Quebec there was difficulty in securing the small amount of labour required. Building permits fell off slightly during the month, but employment in the building trades was maintained, due to the high total of the permits issued during July. The value of building permits issued in 35 cities decreased from $5,018,092 in August to $2,690,821 in September, or 46 per cent. As compared with September, 1917, there was a decrease of 5.8 per cent.

Strikes

The loss of time on account of industrial disputes during September was greater than during August and much greater than in September, 1917. There were in existence at some time or other during the month 30 strikes, affecting 7,416 workpeople and involving a time loss of 102,563 working days, as compared with 33 strikes, 8,638 workpeople and 94,040 working days in August; and 20 strikes, 2,400 workpeople and 25,288 working days in September, 1917. On September 1, there were on record 11 strikes affecting 1,335 workpeople. Nineteen strikes were reported as having commenced during September as compared with 18 during August; 11 of the strikes commencing during September and four of those commencing prior to September were reported terminated, leaving 15 unterminated strikes, affecting approximately 3,444 workpeople, on record at the end of September.

Prices

In prices, there were decreases in several groups, the most important decline being in Grains—barley, oats, corn and flax all showing decreases. Metals declined on the whole, due to a fall in the price of tin ingots, while carbolic acid and caustic soda caused a decrease in the index number for Drugs and Chemicals. Fruits and Vegetables also showed a decline. Advances in prices were shown in Dairy Products, Miscellaneous Foods, Textiles, Hides and Leather, Implements, Fuel and Lighting, Lumber, Miscellaneous Building Materials, Paints and Oils, and Furs. Meats and House Furnishings remained steady during the month. In the case of Meats, a decline in the price of dressed lamb was offset by the increases in the prices of beef and veal. The index number of wholesale prices rose very slightly, standing at 285.3 in September as compared with 284.3 in August, 1918, 246.1 in September, 1917, and 141.3 in September, 1914. In retail prices, the average cost of a family budget of staple foods in some 60 cities declined from $13.41 in August to $13.31 in September. The cost of the same budget in September, 1917, was $11.65, and in September, 1914, $7.83. The cause of the decrease was the lower prices for potatoes and meats.

II.—THE INDUSTRIES AND TRADES

Metals, machinery, conveyances

Sydney reported a considerable reduction in the Dominion Steel Company's September output of pig iron, the total being 18,000 tons, as compared with 35,000 tons in August. This reduction was partly attributed to there being two working days less in the month and to the slowing down after-effects of Labour Day. The balance of the company's output for the month was: ingots, 23,000 tons; rails, 12,000 tons; other products, very small quantities; blast furnaces, four, working part time owing to insufficient supply of coke. At the Sydney Mines plant the production of iron was 8,160 tons, and steel 10,300 tons, as compared with 7,900 tons of iron and 10,900 tons of steel last month. At Sydney and Halifax the shipbuilding yards and stove and furnace foundries were all reported very active. At Halifax there was a constant demand for electricians, metal roofers, tin and copper workers. At Westville the steel plants were affected slightly by the fuel shortage. Amherst reported a shortage of car builders and boilermakers. At St. John the Portland Rolling Mills continued to employ about 120 hands, and the wooden shipyards were active. Employment was good in the Government Locomotive Shops at Moncton, where the employees started on the new 47-hour-week schedule. There was a constant demand for help in the machine shops and foundries at Fredericton. Montreal reported that the shipyards and steel plants were very busy. Quebec also reported great activity in the metal and machinery trades and in the ship and boatbuilding and repairing yards. The steel foundry at Three Rivers was well employed, and it was anticipated that there would be an expansion of employment in foundry and machine shop work within a few months. The Tidewater Shipbuilding Company increased the number of their employees. At Sorel the shipyards gave employment to about 1,500 men. Toronto reported the metal and machinery industries generally working to capacity and shipyards increasingly active. Structural steel plants were rather quiet owing to shortage of material. Agricultural implements, engine, boiler, motor and machinery manufacturers were busy, and employment was good in the

electrical trades. Hamilton reported the metal trades very active, with a demand for labour. The output for the month of the Dominion Steel Foundry was 18,000 tons of finished steel, of the Steel Company of Canada 25,000 tons, and of the Hamilton Bridge Company about 3,500 tons. Niagara Falls reported a constant demand for both experienced and inexperienced workers in the machine shops and for cutlery, plating and light metalware factories. Kingston reported that the locomotive company was well employed and that the shipbuilding company was busy. The Canadian Rolling Mills at Belleville were employed day and night in the manufacture of bar iron products. Employment was also good in the automobile, cycle and agricultural implement plants. There was a demand for moulders in Peterborough, but a slight reduction of employment in the electrical plants. Galt reported considerable activity in the metal group. The agricultural implement firms at Brantford were very busy, and in some cases were arranging to employ more female labour. The carriage and stove companies were also very active. Kitchener reported every foundry busy, and in need of additional help. At Guelph the Gilson Works ran overtime three nights a week in the engine and motor tractor departments; and there was a demand for moulders and coremakers in the foundries. Stratford reported a shortage of machinists and blacksmiths. Woodstock reported a constant demand for moulders and finishers in the stove and furnace foundries. London reported the rolling mills working to capacity and the Ford tractor plant working overtime every night. The stove and furnace departments of the McCleary Manufacturing Company were very active. At Chatham the Gray-Dort automobile factory and the carriage and wagon factories were working to capacity. The Canadian Bridge Works of Windsor were in need of additional men and the Maxwell Motor Company and the Kelsay Wheel Company were well employed. There was a constant demand for skilled machinists. Orillia reported that the electro foundries were again operating to full capacity, the heavy rains having overcome the power shortage. The stove factory had many orders ahead. Sault Ste. Marie reported that the steel plants had openings for all classes of labour. At Fort William the car works gave employment to about 1,200 men, and at Port Arthur the shipyards employed about 1,400 hands and needed an additional 300. Winnipeg reported a constant demand for skilled mechanics. Brandon reported that the agricultural implement foundries and machine shops were well employed. Medicine Hat reported that the rolling mills were well employed, but that other metal working industries were rather quiet. At Calgary the iron works were all fully employed, also the automobile and motor engine firms, but employment in the farm implement plants was rather dull. Following the temporary slackness at the end of last month the shipyards at New Westminster were reported as again active, and it was anticipated that more hands would soon be needed. The machine shops continued to be active, with the supply of labour about equal to the demand. The iron foundries and shipyards at Victoria were working to their full capacity and anticipated a further expansion in employment in the near future.

Foods, liquors and tobacco

Sydney reported that the abattoirs and meat packing houses continued to be active, but that due to the seasonal change that aerated waters and soft drink establishments were quieter. At Halifax the Scotia sugar refinery was quiet owing to shortage of raw material. There was a reduction in the manufacture of confectionery owing to the sugar restrictions. The flour and grinding mills at Westville reported a very quiet month owing to scarcity of wheat. Truro reported the milk factory running to capacity. St. John reported the flour and feed mills well employed and the sugar re-

finery running steadily. At Moncton the flour mills were quiet, but the bakeries were all active, and the creameries and cheese factories were very busy. At Newcastle the flour mills commenced grinding the local wheat. The flour mills at Fredericton were quiet, but the soft drink establishments were busy and bakers reported employment steady. Montreal reported most of the flour mills again in operation, but the sugar refineries working on a limited scale. Employment in the confectionery trade was quiet and the aerated water establishments were affected by the cold weather. Tobacco factories were busy, except where there were labour disputes. At Quebec the abattoirs were active, but the bakers and confectioners and tobacco factories were quiet, and breweries dull. Sherbrooke reported the abattoirs and meat packing houses active. In Toronto the flour and cereal industries were active, and the abattoirs, including the municipal abattoir, and meat packing houses had a busy month. Bakers were active, but confectioners were rather quiet. Fruit and vegetable canners were working to capacity, and cigarmakers were well employed. Hamilton reported the food group generally as active. At Niagara Falls and St. Catharines employment was good in the fruit canneries. Kingston reported the flour and feed mills and the breweries active. Belleville reported the flour and feed mills very busy and the fruit and vegetable canneries active. At Peterborough the flour and cereal plants worked to full capacity and the Quaker Oats Company needed additional help. The creameries, dairies and cheese factories were all very busy. Employment was very good in the flour mills and meat packing houses at Brantford. At Kitchener the flour mills ran full time and the wholesale sausage makers and meat packing houses were advertising for help. The cigar factories were advertising for help, while the breweries were running full time. The flour and feed mills at Guelph and Stratford were very active. The biscuit manufacturers at London were reported very busy, although handicapped to some extent by food regulations. The cigar factories were well employed. At Chatham the flour mills were running full time; and the Dominion Sugar Company were advertising for help, the harvesting of the beet crop having commenced during the early part of the month. The abattoir and packing company remained closed down. Windsor reported that the fruit and vegetable canneries were in great need of additional help. The cigar factories were short of rollers, in which work female help is preferred. The breweries and distilleries were fairly busy. At Owen Sound the Harrison flour mills were closed down owing to scarcity of water power, but other flour and oatmeal mills were busy. Employment was very good in tobacco factories. The brewery company at Sault Ste. Marie was working at capacity. The abattoirs and meat packing plants at Winnipeg reported business normal. There was some demand for experienced bakers. Vegetable canners reported help scarce. The flour and feed mills at Brandon and Regina were well employed. Moose Jaw reported that the arrival of new wheat had created activity in the flour, feed and cereal plants. The abattoir was well employed, but there was a falling off in the manufacture of butter. Prince Albert reported flour mills quiet, but the abattoirs very busy. The creameries were very well employed. At Saskatoon there was a shortage of unskilled labour in the flour mills. At Medicine Hat the flour mills resumed operations, and were working to full capacity. At Calgary the flour mills, abattoir and meat packing houses were fully employed, but the cigar factory and breweries were dull. At Edmonton the Swift Canadian Packing Company employed some 540 hands. Vancouver reported bakeries and confectionery houses and fruit and vegetable canneries very busy, while creameries, dairies and soft drink establishments were well employed. In cigar and tobacco factories women were steadily engaged. At New Westminster

employment was good in the meat packing house, the evaporating plant worked full time with two shifts, and the fruit and vegetable canneries were employed to capacity. Employment in the cigar factories was better than for several months past and all available men were employed. Employment was also good in the brewery. At Victoria the fruit and vegetable canneries were working to capacity and the aerated water plants and breweries were steadily engaged.

Textiles, cordage and carpets

The rope and twine works at Halifax were in need of additional help. The woollen mills at Truro worked full time. At St. John the Cornwall and York Cotton mills gave steady employment to about 400 hands. At Moncton the woollen mill ran steadily and the Atlantic Underwear Company was very busy. The cotton mills at Fredericton needed further help. The cotton mills at Montreal reported orders for months ahead, but a great difficulty in securing raw material. Quebec reported that the cotton mills were busy, but that the woollen mills were quiet. The Wabasso Cotton Company at Three Rivers continued to employ over 1,200 hands. Toronto reported that manufacturers of woollens and knitted goods were very busy, with large orders ahead. Hamilton reported the textile groups actively employed, with a demand for weavers in the cotton factories. At St. Catharines employment was good in the silks, knitted goods and woollen goods. Brockville reported some slackness among tent, awning and sail makers. At Kingston the cotton and woollen mills were active and the hosiery mill was short of help. Peterborough reported the woollen mills working overtime. The cotton and woollen mills at Galt were advertising for help. At Brantford the Slingsby Woollen Mills were very well employed on United States army orders. The cordage company was very busy. Kitchener reported the knitting and hosiery company were short of help, and that the felt factory and the Dominion Twine Company continued to be very well employed. The Guelph carpet factory was very active and short of weavers and female help. London reported the hosiery companies very busy. Chatham reported the woollen mills engaged to full capacity. At Winnipeg the knitting manufacturers employed the regular staff, although short of wool. The bag companies were taking on the additional hands available. The tent and awning business was at a standstill. At Edmonton the Great Western Garment Company employed some 250 hands. Vancouver reported employment in knitting factories was good and that tent, awning and sail makers were very well employed.

Clothing and laundering

Halifax reported that ready-made clothing manufacturers were short of female help and that the laundries and dye works continued to be busy. Truro reported that hands were being laid off at the cap factory. The tailor and dressmaking establishments at Moncton reported difficulty in securing help. The Maritime Hat and Cap Company employed about 40 hands as usual, and the laundries were very busy. Fredericton reported that garment workers were in demand, and employment good in the laundries and dyeing establishments. Montreal reported the usual seasonal activity in ready-made clothing establishments, and that laundries were unusually well employed. Quebec reported that the clothing group and steam laundries had a very busy month. Toronto reported a constant demand for female labour in the ready-made clothing and whitewear establishments, while the steam laundries and dyeing establishments had plenty of work. Hamilton reported some demand for help in the clothing group. Niagara Falls reported a constant demand for female help in the knitting, corset and suspender factories. At Peterborough the whitewear factory was well employed. At Galt the ladies' hat factories were active. Kitchener reported the

overall and shirt company very busy, and that help was wanted in the whitewear and shirt factories. At Guelph the whitewear factory was short-handed in the finishing department. London reported great activity in the clothing group. The ready-made clothiers at Winnipeg reported a slight demand for experienced help. The glove manufacturers took on some additional hands, and there was a steady demand for female help in the laundries and dyeing establishments. At Prince Albert the laundries and cleaning works were dull. Vancouver reported difficulty in obtaining skilled operators in the ready-made clothing and overall factories. The steam laundries were closed down owing to industrial troubles, but the cleaning and dyeing establishments were exceptionally busy. At Victoria the shirt and overall factories were operating to full capacity.

Pulp, paper and fibre

St. John reported that the pulp mill was steadily employed. Newcastle reported that the pulp and paper mills were very busy and that unskilled labour was very scarce, especially men for the woods. Sherbrooke reported the pulp and paper mills active. At Three Rivers the Wayagamack Pulp and Paper Company and the St. Maurice Company continued to employ 800 hands and 500 hands respectively. Hamilton reported that the felt and tar paper companies were active. St. Catharines reported that the beaverboard, paper and other pulp product companies were busy. The Spanish Pulp and Paper Company at Sault Ste. Marie were operating day and night and in constant need of additional help. Victoria reported the pulp and paper mills were operating steadily and that the mill which has been under construction at Port Alice was now in operation and that about 600 men were employed.

Printing, publishing and paper goods

Halifax reported a serious shortage of compositors and platen pressmen, and that as a result much overtime was being worked. Employment was very good in the paper box factory. Charlottetown reported that printers and bookbinders were steadily employed. At St. John the paper box factories were well employed on Christmas orders. At Moncton and Fredericton the job printing offices were active. Montreal reported that newspaper offices and job printing plants employed all the men available, although the volume of work was far under pre-war times. Quebec reported a very busy month in the printing trades. Toronto reported that printers, bookbinders and lithographers were well employed, and that there was a general demand for both experienced workers and apprentices in the paper box factories. Niagara Falls reported that skilled labourers and apprentices and girl press-feeders were wanted. Kingston reported newspaper and job printing houses active. Galt reported that the printing business improved during the month, and that the paper box factory was very active. The Hampel Paper Box Company at Brantford was busy. At Kitchener help was wanted in the paper box factory. Woodstock reported a demand for job printers. London reported the printing houses well employed and the paper box companies very busy. Owing to shortage of men the newspaper and job printing houses at Chatham resorted to overtime. At Windsor the newspaper staff was increased and the job printing plants reported an improvement in activity. The paper box and novelty houses were well employed. Winnipeg reported that the publishing houses and binderies gave employment to their regular staffs, and that paper box manufacturers were advertising for help. At Regina the supply of printers was about equal to the demand. Medicine Hat reported some

slackness in the printing business. In the job printing offices in New Westminster employment was normal, but at Nanaimo the printing houses were rather dull.

Woodworking and furniture

At Halifax and Sydney the sash, door and planing mills continued to work to capacity, and at Amherst they were very active, with a shortage of skilled help. Charlottetown reported that woodworkers were well employed. At St. John the sash, door and planing mills were busy, the wooden box factory was active and the broom and brush factories working steadily. Employment was steady in the sash and door factory at Moncton. At Newcastle some overtime was worked in the box factory. Fredericton reported that all woodworking concerns were busy. Quebec reported that the box factories were very well employed. Sherbrooke reported that employment was fair in the planing mills and good in the chair factories. At Three Rivers the sash and door factories were active. Sorel reported employment fairly good in the furniture factory. Toronto reported that woodworkers in all lines were well employed, and that the piano, brush and toy factories had a busy month. The planing mills at Niagara Falls and St. Catharines were actively engaged. At Kingston the sash, door and planing mills and broom factories were active and the piano factory was fairly well employed. The furniture factories at Belleville were well employed on plain furniture. Employment was good in the box factories at Peterborough and at Galt they were looking for help. Planing mills at Brantford were reported very busy. At Kitchener the furniture factories ran full time, also the cooperage company and the piano and organ factory. At Guelph the piano and sewing machine makers were very active. At Stratford the cooperage and stave workers were very well employed. At Woodstock there was a demand for cabinet makers and finishers in the furniture factories, and for action-makers and cabinet makers in the piano and organ factories. A piano company at London reported a labour shortage, but that female help was being used to counteract this. At Chatham some overtime was worked in the sash, door and planing mills and the wooden box factories were well employed. Windsor reported the sash, door and planing mills dull and that the piano factories were busy on exhibits for the fall fair. At Owen Sound there was a slight demand for help in the furniture factories. The sash, door and planing mills at Sault Ste. Marie were working to capacity. At Brandon the sash and door factories were very quiet, but at Regina they ran full time. The planing mills at Medicine Hat were reported as very quiet, but at New Westminster the sash and door factories worked full time, and the wooden box factories were very busy. At Nanaimo the sash and door mills were steadily employed.

Leather, boots, shoes and rubber

The Amherst Boot and Shoe Company, who were working on a Government order, reported a shortage of help; the trunk and bag company was also short of skilled labour. At St. John the tannery was advertising for help and employment was good in the harness shops. The Humphrey Shoe Company was forced to close down permanently on account of the difficulty experienced in keeping employees due to the higher wages being offered elsewhere. At Fredericton the tanneries were fairly busy, and the boot and larrigan factories were very busy. Montreal reported that the tanneries were quiet owing to great difficulty in getting South American hides. In Quebec the tanneries and boot and shoe factories had a quiet month, but at Three Rivers the boot and shoe factories were reported as fairly busy. Sorel reported that employment was good in the leather trades. In Toronto the boot and shoe industry was quiet, though some improvement was reported towards the end of the month. Harness and horse goods

makers were well employed, and rubber manufacturers were operating steadily. The shoe-parts factory at Niagara Falls was advertising for female help. At St. Catharines the rubber footwear factories were well employed. Kingston reported that the tanneries were working overtime, and at Peterborough the leather workers were busy and the boot and shoe factories active. At Galt shoe workers were in demand. Kitchener reported the tanneries running full time and short of help, and that employment was good in the leather group generally. The Dominion Tire Company, with about 400 hands, were in need of more help, and the two rubber factories were very busy. London reported the tannery and shoe factories working overtime. St. Thomas reported some demand for skilled shoe workers. At Brandon the tanneries were fairly active, but trunk and bag makers were busy. At Calgary the horse goods workers were well employed. At Vancouver employment was very good in the boot and shoe factories. New Westminster reported normal conditions at the tannery.

Clay, glass and stone

St. John reported that employment was fairly good in cut stone and granite wear. In brick, tile and sewer pipe work it was slack, but good in the cement, lime and plaster works. At Moncton it was anticipated that the Humpreys Glass Works would shortly recommence operations on a larger scale. The cement block plants were active. Quebec reported that stonecutters had a dull month. Toronto reported that the brick makers were busy and the glass factories active. Hamilton reported the clay, glass and stone group active. Kingston reported that the cut stone and granite trades were dull. The pottery at Belleville was steadily employed. At Kitchener the stonecutters were well employed, but brick and sewer pipe workers were rather dull. Stratford reported the brick and tile yards busy. Chatham reported that the brickyards and tile companies were quiet, but that cement tile and block firms were very active. At Windsor the cement, lime and plaster group was very dull. At Brandon the brick works were closed. Regina reported the cut stone and granite workers well employed. At Medicine Hat the brick and tile plants were rather quiet, but the stoneware industry continued to be well employed. Nanaimo reported that the brickyards were practically closed.

Paints, oils, chemicals, explosives

Halifax reported that the paint factory continued to be well employed. Newcastle reported that the extract factory was working day and night. The cartridge factories at Quebec reported a very busy month. Toronto reported that the paint and varnish plants were in steady operation and that employment was good at the soap factories. Niagara Falls reported that the electro-chemical plants were all busy. The Scarfe Varnish Company at Brantford was very busy. The oil and grease companies at Kitchener were fairly well employed. All the drug concerns at Windsor reported a shortage of female help. The chemical works at Sault Ste. Marie were working day and night. Regina reported that the oil works ran with a full staff. Medicine Hat reported that the linseed oil mills were closed down waiting for the new crop. The paint and soap factories in Victoria were operating steadily, and the power and explosives plants were running double shifts.

Railways, shipping and 'longshore work

The earnings of the Canadian Pacific Railway during August were $13,109,753, as compared with $12,414,537 for the same month in 1917. Halifax reported that employment was good on the steam railways and electric railways and repair shops, but that 'longshoremen had a very dull month. Charlottetown reported that all railway employees were steadily engaged and that

'longshoremen were active. St. John reported that the steam railways were busy, and that electric railways were proposing to run a few one-man cars owing to the shortage of operators. The railway repair shops were busy, but navigation was slack and 'longshore work dull in consequence. Transfers, liveries and garages had a good month. Moncton reported that operating crews and freight handlers on the steam railways were very active. Fredericton reported that railway employees were very busy. Montreal and Quebec reported that the railway companies were doing a record business and that employment was very good in 'longshore work. Three Rivers reported that the steamship lines had all the business they could manage. Toronto reported that railway employees had an active month with a heavy movement of freight, that the repair shops were busy; and that additional help was required for the street railways, the number of men on the operating staff being about 400 fewer than a year ago. Hamilton reported that the inland navigation lines were all active, also that there was a demand for teamsters and 'longshoremen. Navigation was not so active as in the previous month owing to unfavourable weather. Niagara Falls reported that steam railways were busy, and that the new yards of the Toronto, Hamilton and Buffalo Railway were giving additional employment. The electric railways were quieter owing to the close of the tourist season. Brockville reported that 'longshoremen were fairly well employed owing to the arrival of a considerable amount of coal. Kingston reported that the steam railways and repair shops were active, and that the electric railways reported business fair. Employment was fair in navigation and 'longshore work. Peterborough reported the steam railways were very busy shipping grain, mainly oats. Stratford reported railway workers, expressmen and repair shop employees very active. The G.T.R. car shops at London were busy. St. Thomas reported that certain departments of the railroads had some difficulty in obtaining men. Chatham reported that the electric railway was actively engaged in transporting sugar beets. Owen Sound reported that navigation was about normal. All the railway shops at Winnipeg reported normal conditions without any change in employment. The street railway companies were advertising for help. Regina reported a fair amount of activity on the steam and electric railways. Moose Jaw reported that the light crops had affected the usual increase in railway business for the season. Saskatoon reported a considerable shortage of freight handlers. Employment on the C.P.R. at Medicine Hat was normal for the season. Traffic fell off very considerably at Fernie owing to the suspension of coal and coke shipments, although there was some compensatory increase in lumber shipments. New Westminster reported that the railway repair shops were employing men to the limit of their capacity. The street railway business was reported as very active, and the auto garages were working to capacity. Victoria reported some decrease in navigation.

Mining and quarrying

Quebec reported activity in stone quarrying. Sherbrooke reported fair activity in the mining group and that the granite quarries had difficulty in getting help. During September the Cobalt mines shipped 34 cars containing 2,510,270 pounds of ore, as compared with 36 cars containing 2,554,180 pounds in August. Bullion shipments for September amounted to 480,298 ounces as compared with 801,356 ounces in August. The supply of labour during the month was fairly satisfactory, due partly to the 25 cent daily bonus paid to the mine workers as a result of the wartime high prices of silver. In the Porcupine gold area there was still a pronounced shortage of skilled labour, although the Hollinger and McIntyre Porcupine mines continued to maintain a good production. Development work was being extended to greater depth at the

Dome mines. In the Kirkland Lake camp work was resumed at the Teck Hughes mine during the last week of September. The Lake Shore mines produced about $1,400 daily. There was a steady demand for labour in the mining centre between Fort William and Fort Frances. The Mond Nickel Company were also calling for many men. Conditions at the Rossland mines continued to be quiet. A fire at the Trail smelter did some damage, but no men will be thrown out of employment as a result. Nanaimo reported quartz mining was quiet, but that improvement work was going on.

Sydney reported the output of the Dominion Coal Company as 250,000 tons as against 292,000 tons in August. The output at the Sydney mines was 40,250 tons as against 42,000 tons in August. As in the case of steel, these reductions in output were partly attributed to there being two working days less in the month and to the slowing down after-effects of Labour Day. The coke output of the Dominion Steel Company was 33,500 tons as compared with 35,000 tons in August. The coke output at the Sydney mines was 8,800 tons, with 184 ovens in operation, as compared with 9,500 tons and 180 ovens in operation in August. Westville reported a general strike in the coal mines in the vicinity. The mines at Minto continued to increase their output and miners were in demand. The new company who took over the old Ainsley coal mine near Medicine Hat commenced operations during the month. Calgary reported that all the miners of the district were being absorbed and that more were required. In the Fernie and Michel coal fields, strike conditions prevailed during practically the whole month. Nanaimo reported that the coal mines of the district were being worked to capacity, but that skilled labour was very scarce. It was anticipated that the Canadian Western Fuel Company will be getting coal out of their new shafts before the end of the year.

Building and construction

Halifax reported continued great activity in building, construction and repair work. Truro reported that carpenters continued to be well employed, but that painters were rather slack owing to bad weather. Charlottetown reported that building tradesmen had steady employment. St. John reported that a few new contracts had been let. Moncton reported that there was a good demand for carpenters and other building mechanics, and Fredericton reported that the building trades were well employed. Quebec reported a very large falling off in building work, but that there still existed a difficulty in securing sufficient labour. Sorel reported that all branches of the building trade were well employed. The building trades in Toronto were active in the construction of small houses and additions to industrial plants. Work was commenced on the military casualty clearing station and barracks. A number of factory additions in Hamilton gave good employment to the building trades. Niagara Falls reported the building trades all busy. St. Catharines and Brockville reported a fair demand for labour. The building trades at Kingston were well employed on workingmen's dwellings, the addition to the military hospital and on the new barracks at Barriefield. Peterborough and Galt reported that considerable building was going on and that employment was good. At Brantford and Kitchener some factory extensions were being made, but very few dwellings were going up. Guelph reported that outside building trades were fairly well employed and that inside trades were active. Woodstock reported that the supply of building labour was about equal to the demand. London was very quiet. Chatham reported that the building trades were brisk. Windsor and Owen Sound reported that the building trades were practically at a standstill. The building tradesmen at Winnipeg continued to be well employed, due partly to the reduced number

available. Brandon reported a very good demand for skilled carpenters, masons and concrete workers. At Regina the building trades were brisk, but at Moose Jaw they were very dull. Prince Albert reported that the P. Burns Company's packing house was practically completed, but that a number of men were busy on finishing work. Building trades were dull at New Westminster, but at Nanaimo carpenters were steadily employed.

The value of building permits issued in 35 cities decreased from $5,018,092 in August to $2,690,821 in September, or 46 per cent. As compared with September, 1917, there was a decrease of 5.8 per cent.

Lumbering

Charlottetown reported that the saw and shingle mills were quiet. St. John reported the sawmills well employed, and that the lumber mill at Grand Bay started operations for the first time this year. Newcastle reported that with one exception all the mills were still busy. It was anticipated that with the large amount of lumber now on hand and the scarcity of men for the woods that operations would be somewhat curtailed this winter. Fredericton reported that most of the lumber mills were still running, but that the men were preparing to go to the lumber camps. Quebec reported great difficulty in securing sufficient men for the lumber camps, although $80.00 a month and board was being offered. Sherbrooke reported that the saw and shingle mills were active. Peterborough reported the lumber industry was quiet owing to the shortage of men and that most of the lumber used was being shipped in from other points. Sault Ste. Marie reported that owing to the scarcity of skilled men lumbering operations would be carried out on a small scale this season, the operators claiming that with inexperienced men and high wages they would be forced to produce at a loss. The lumber mills at Prince Albert laid off their night shift and were advertising for 5,000 men for the winter camps. Nelson reported that the lumber mills of the district were quiet. At New Westminster the sawmills were very busy, but the shingle mills were held back by a shortage of cars. The logging camps in the Nanaimo district were absorbing all the labour available. The sawmills were working full time, but employment in the shingle mills was rather unsteady. Victoria reported the lumber industry working to capacity, with a large demand for lumber for shipbuilding and aeroplane manufacture.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING SEPTEMBER, 1918

During the month of September the Department received reports from three Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) The Hamilton Cotton Company and certain of its employees (2) The Polson Iron Works, Limited, Toronto, and certain of its marine pipe and steamfitters; and (3) Certain firms, being members of the Employers' Association of Toronto, and various classes of their workmen. A report was received from the Board of Appeal to which had been referred the dispute between the Canadian General Electric Company, Peterborough, Ont., and its machinists, specialists and electrical workers, also an interim report from the Royal Commission established under the Inquiries Act to investigate the dispute existing on the British Columbia coast between various shipowners and their employees, being

masters and mates, members of the Canadian Merchant Service Guild.

Eight applications were received for the establishment of Boards, two Boards were established in connection with applications which had been received during the preceding month, and advice was received of an amicable settlement by direct negotiations of the dispute between the Quebec Railway, Light, Heat and Power Company and its mechanics of various classes. The powers of the Royal Commission appointed under the Inquiries Act to investigate the dispute existing on the British Columbia coast between various shipowners and their employees, being masters and mates, members of the Canadian Merchant Service Guild, were extended during September to investigate also any differences which might exist on the vessels operating on the lakes and rivers of British Columbia.

Applications Received

An application was received from the employees of the Winnipeg Electric Railway Company, being members of Winnipeg Division No. 99 of the Amalgamated Association of Street and Electric Railway Employees of America, for a Board to deal with a dispute concerning wages. A Board was established as follows: The Honourable Mr. Chief Justice Mathers, Winnipeg, chairman, and Messrs. Isaac Pitblado and R. S. Ward, Winnipeg, nominees of the company and employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two Board members.

An application was received from the employees of the Bell Telephone Company, Toronto, being operators, clerks, messengers, etc., members of Local No. 83A of the International Brotherhood of Electrical Workers, for a Board to deal with a dispute concerning wages, hours, payment of overtime and general conditions of employment. A Board was established as follows: His Honour Judge Colin G. Snider, Hamilton, and Messrs. E. H. Ambrose, Hamilton, and Fred. Bancroft, Toronto, nominees of the company and employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two Board members.

An application was received from the employees of various firms in Brantford, Ont., members of the Brantford Builders' Exchange, for a Board to deal with a dispute relating to wages, the employees concerned being members of Locals Nos. 498 and 2602, United Brotherhood of Carpenters and Joiners. This dispute did not fall within the scope of the Industrial Disputes Investigation Act and a Board could be established only by mutual consent of the disputants, the employers refusing this consent, no action looking to the establishment of a Board could be taken.

An application was received from the civic employees and labourers of the Corporation of New Westminster, members of the New Westminster Civic Employees' Union, for a Board to deal with a dispute concerning wages. This being a municipal corporation the applicants were advised that the dispute did not fall within the scope of the Industrial Disputes Investigation Act, and that a Board could not be established except by the joint consent of the disputants. The municipality refusing this consent, no action looking to the establishment of a Board could be taken.

An application was received from the employees of the John Inglis Company, the Polson Iron Works and the Canadian Allis-Chalmers Company, Toronto, members of the Brotherhood of Boilermakers and Iron Ship Builders and Helpers of Canada, Local No. 1, for a Board to deal with a dispute concerning wages. The employers were members of the Employers' Association of Toronto, and the secretary of that body was authorized to speak for the employers concerned. A Board was established as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, and Messrs. James G. Merrick and James Higgins, Toronto, nominees of the companies and

employees respectively. The chairman was appointed on the recommendation of the other two Board members.

An application was received from the employees of the Nicholson File Company, Port Hope, Ont., being file workers, for a Board to deal with a dispute concerning wages, union recognition and working conditions. The application was under consideration at the close of the month.

An application was received from the employees of the British Chemical Company, Trenton, Ont., being carpenters and millwrights, members of Local No. 1622, United Brotherhood of Carpenters and Joiners, for a Board to deal with a dispute concerning wages. The application was under consideration at the close of the month.

An application was received from the employees of the Temiskaming and Northern Ontario Railway, being clerks, baggagemen and freight handlers, members of the Canadian Brotherhood of Railroad Employees, for a Board to deal with a dispute concerning wages and working conditions. As this railway operates under the control of the Provincial Government it was ruled that the dispute did not fall within the scope of the Industrial Disputes Investigation Act, and the applicants were advised that a Board could not be established except by joint consent of the disputants.

Other Proceedings under Act

During September advice was received that an amicable adjustment had been made by joint agreement of the dispute between the Quebec Railway, Light, Heat and Power Company and its employees, being mechanics of various classes, who had made application for a Board of Conciliation and Investigation during July.

A Board was established during September to deal with a dispute between the National Manufacturing Company and its employees, members of the Munitions Workers Federal Labour Union, No. 56. The Board was composed as follows: Mr. Hamnett P. Hill, Ottawa, chairman, and Messrs. Geo. F. Henderson, K.C., and Romeo R. Marcil, Ottawa, nominees of the company and employees respectively. The chairman was appointed on the joint recommendation of the other two Board members.

A Board was established during September to deal with a dispute between the Canadian Express Company and its employees. The Board was composed as follows: His Honour Judge R. Ruddy, Whitby, Ont., chairman, and Messrs. F. H. McGuigan and J. G. O'Donoghue, Toronto, nominees of the company and employees respectively. The chairman was appointed by the Minister in the absence of a joint recommendation from the other two Board members.

Report of Board in Dispute between the Hamilton Cotton Company and certain of its Employees

A REPORT was received from the Board established to deal with the dispute between the Hamilton Cotton Company and certain of its employees, concerning alleged discrimination against members of the union and a demand for their reinstatement. The Board was composed as follows: His Honour Judge L. B. C. Livingstone, Welland, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. S. F. Washington, K.C., and F. J. Flatman, Hamilton, nominees of the company and employees respectively. The award was signed by the chairman and Mr. Flatman, and the minority report by Mr. Washington, the point of difference being as to the cause for the dismissal

of the employees involved, Mr. Washington maintaining that the company was justified in the action which it had taken.

Report of Board

Hon. T. W. Crothers,
Minister of Labour, Ottawa.

Sir,—

Re Industrial Disputes Investigation Act, 1907, and of a dispute between Hamilton Cotton Company (employer) and certain of its employees (employees), the undersigned members of the Board of Conciliation beg to report as follows:

1. The members of the Board met at Hamilton on the thirteenth day of September, 1918, and discussed the matters in dispute between the parties, and it was then arranged to hear the parties and their witnesses on the twenty-fifth day of September, 1918, at Hamilton.

2. The Board met accordingly at the Court House, Hamilton, on Wednesday, the twenty-fifth day of September, 1918, and on the following day, when the parties and their witnesses were heard.

3. It was apparent from the first that no amicable arrangement between the parties could be brought about by the Board, and so far as we can see all we can do is to report the facts as they appeared to us, which are as follows:

The Hamilton Cotton Company employs about 500 hands, of whom about 30 per cent are men and boys and the balance women and girls. In or about the month of May certain of these employees, both men and women, formed a union, and James McClymont, Thomas McClymont and Elizabeth Lumsden, who were employees of the company, became respectively financial secretary, recording secretary, and vice-president of the union. On or about the thirteenth day of July, 1918, James McClymont and Thomas McClymont were discharged by the company from its employment. The McClymonts allege that their dismissal took place because of the fact that they were active members of the union. This the company denies and alleges other grounds for the discharge. The evidence offered by the company to show the grounds for the dismissal of these men failed to satisfy us that the grounds alleged by the company were the real grounds upon which they acted. For that reason, and taking into consideration all the surrounding circumstances, we are driven to the conclusion that the McClymonts were dismissed because of their connection with the union.

Following the discharge of the McClymonts, and on or about the second day of August, 1918, the company discharged Mrs. Lumsden from its employment. She was engaged at certain machines for making lamp wicks, and the company contend that they had got ahead of their orders and had accumulated so much of this particular stock that it became necessary to stop the production of it for a time. They notified Mrs. Lumsden to stop work on the machines. We find that the foreman, Brindle, who delivered the message to Mrs. Lumsden, did not, as was afterwards alleged, at that time offer Mrs. Lumsden other work in the factory. This led to the strike, and some 75 employees went out. It is quite possible that the reasons offered by the company for the discharge of Mrs. Lumsden were the true reasons, but on the other hand, in view of what had already transpired, it was natural that the members of the union should come to the conclusion which they seem to have arrived at that Mrs. Lumsden was dismissed for other reasons than those alleged. We are not able to make a more definite finding in this connection.

As to the allegation made on the application for the Board that in addition to the persons already referred to, another member of the union was dismissed by the company, we may say that the only evidence offered in this connection related to the case of one Vassil. He was an employee of the company and a member of the union, and he went out on strike with the others, and was not dismissed. The action of the employees in going out on strike as they did was hasty and inconsiderate, and no doubt occasioned loss and great inconvenience to the company. The company allege that the action of Vassil in leaving as he did occasioned damage to some of the yarn in his charge. This is no doubt correct, and we think under all the circumstances the company was justified in refusing to re-engage Vassil. We do not think that Vassil, in acting as he did, did so with the intention of damaging the company's property.

We may add that nearly all the other employees who went out returned again to work within a week or two.

We remain,

Your obedient servants,

(Sgd.) L. B. C. Livingstone,
Chairman.

(Sgd.) F. J. Flatman.

Hamilton, Sept. 26, 1918.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between Hamilton Cotton Company (employer) and certain of its employees (employees).

The only charge before the Board was that there was discrimination by the employer against the officers of Local Union No. 1140, vice-president, recording secretary, financial secretary and one member having been discharged.

In my opinion there was no evidence whatever to support this charge. There was in fact no direct evidence at all, but it was argued on behalf of the employees that because these employees were discharged shortly after the union was formed, the Board should draw the inference that they were discharged because they were members of the union. I cannot draw that inference, particularly as all the responsible officials of the employer company swore that that was not the reason and gave reasons for the dismissal of two and the refusal to reinstate a third, which appear to me to amply justify their action. As to the fourth, it is extremely doubtful that she was dismissed; her leaving arose really from a misunderstanding, and a little discretion on her part would have led to her reinstatement. In any case the employer was not called upon, or should not have been called upon, to justify dismissals; it could have dismissed on notice for no cause; all it was required to do was to show that there was no dismissal for the reason charged, if there had been any evidence that that was the reason, which there was not.

(Sgd.) S. F. Washington,
Member of Board.

Hamilton, Sept. 26, 1918.

Report of Board in Dispute between the Polson Iron Works, Limited, Toronto, and its Employees

A REPORT was received from the Board established to deal with the dispute between the Polson Iron Works, Limited, Toronto, and its employees, being members of Local Union No. 731, United Association of Plumbers and Steamfitters of United States and Canada.

The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, appointed on the joint recommendation of the other two Board members, Messrs. James G. Merrick and Fred. Bancroft, Toronto, nominees of the company and employees respectively. The report, which was unanimous, contained advice that the matters in dispute had been settled between the parties concerned and a copy of the agreement reached was attached to the report.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between The Polson Iron Works, Limited (employer) and its marine pipe and steamfitters (employees).

To the Honourable T. W. Crothers, K.C.,
Minister of Labour.

Sir,—

The Board of Investigation and Conciliation appointed in the dispute between certain members of the Employers' Association of Toronto and their employees, being members of the International Brotherhood of Blacksmiths and Helpers and the Amalgamated Society of Engineers, has the honour to report as follows:

Acting upon your appointment and direction in the first above-mentioned dispute referring this dispute to the Board established in the blacksmiths' matter, we entered into communication with Polson Iron Works Company and its steamfitters, notifying them of your reference of the matter, and that this Board would take up their dispute at the first opportunity during the sittings in the blacksmiths' case, and urging a settlement. As it became desirable to give the parties in the blacksmiths' case an opportunity to consult over suggestions made to overcome certain points in dispute, we notified the employer and the employees in the Polson Iron Works dispute to attend before us at the City Hall in Toronto on the twenty-fifth day of September, 1918, at ten o'clock a.m.

Pursuant to this appointment the Board met at the City Hall and was attended by Mr. Henry H. Miller, the assistant manager and vice-president of the Polson Iron Works, Limited, and by Mr. Fred. Newman, president of the shop committee of the Marine Pipe and Steamfitters, for the employees. They announced that they had come to an agreement settling their dispute, and, although no time limit is set in the agreement, both appear satisfied that it will continue operative and productive of harmony for a considerable term. A duplicate original of the agreement entered into is attached to and hereby made part of our report.

We, the members of the Board, have the honour to be,

Your obedient servants,

(Sgd.) Colin G. Snider,
Chairman.

(Sgd.) James G. Merrick.

(Sgd.) Fred. Bancroft.

Toronto, September 25, 1918.

Polson Iron Works, Limited,
Toronto, Can., Sept. 23, 1918.

(Duplicate Original.)

Marine Steam and Pipe Fitters
of Polson Iron Works, Limited.

(Attention, Shop Committee, c/o Mr. Fred. Newman.)

Gentlemen,—

As per my verbal conversation above date, we will agree, providing you return to work Tuesday a.m., September 24, to pay sixty-five (65c) per hour, with conditions remaining same as existed previous to your going on strike.

Trusting this will gain the result that work will be resumed immediately, and the same co-operation will exist as formerly, I remain,

Yours truly,
Polson Iron Works, Limited,
(Sgd.) F. E. Wall,
Works Manager.

Accepted on behalf of men:
(Sgd.) Fred. Newman.
(Sgd.) S. Tippen.

Report of Board in Dispute between certain Firms in Toronto, Members of the Employers' Association of Toronto, and their Employees

A REPORT was received from the Board established to deal with the dispute between certain firms in Toronto, members of the Employers' Association of Toronto, and their employees, being various classes of workmen, members respectively of the International Brotherhood of Blacksmiths and Helpers and of the Amalgamated Society of Engineers.

The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. James G. Merrick and Fred. Bancroft, Toronto, nominees of the employers and employees respectively. The award, which was signed by the chairman and Mr. Bancroft, was accompanied by recommendations as to the settlement of the dispute and a proposed schedule of wages. A minority report was presented by Mr. Merrick.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between certain firms, being members of Employers' Association of Toronto (employer) and various classes of workmen, members respectively of the International Brotherhood of Blacksmiths and Helpers and of the Amalgamated Society of Engineers (employees).

To the Honourable
T. W. Crothers, K.C., M.P.,
Minister of Labour, Ottawa.

Sir,—

The Board of Conciliation herein have the honour to report as follows:

Pursuant to appointment made, after consultation between the members, the Board met in room 220 in the City Hall in Toronto on the morning of Tuesday, September the twenty-fourth, 1918, and continued in session that day and on the twenty-sixth and twenty-seventh days of September instant. The representatives of the employers and of the employees were in attendance at the sittings on the twenty-fourth and twenty-sixth. The firms that were represented were: The Canadian Allis-Chalmers Company, Limited; The John Inglis Company, Limited; The Polson Iron Works, Limited, and John Whitfield Company. The British Forgings, Limited, was not represented before us, but it was stated by those in attendance that this last named company will act in accordance with the four firms that were in attendance.

For the employees Messrs. W. G. Powlesland, vice-president, International Blacksmiths; A. H. McNamee, general organizer, Amalgamated Society of Engineers, and R. H. Gregory, a blacksmith, attended throughout the sittings of the Board on the twenty-fourth and twenty-sixth September last.

The schedule presented by the employees as constituting their demand contains seven rules or paragraphs. On going over these with the employers and employees present, the employers agreed to all excepting the third rule, that as to wages, and the seventh rule, that as to the life of the agreement. The Board heard and encouraged a full statement of the views and reasons for and against rule 7. The employers

desired it to last 12 months, as less, they agreed, would not justify them in risking entering into contracts for work which would require that much time to complete, as most of the desirable contracts offering would do. The employees on the other hand said that the rapidly changing prices of things they must have prevented them from binding themselves for a longer term than six months. We were under the impression that we had secured an agreement between the parties on this rule 7, but at the close of the proceedings the representatives of the employees said they had not agreed to the modified proposition presented. On this rule 7 and on rule 3 (wages) we induced the parties to enter into an effort to settle apart from us, but they reported that no agreement could be arrived at, and that the Board would have to consider the facts, arguments and filings submitted and report the Board's conclusions as to wages and length of time it considered the rates suggested should be in force.

We have added as part of this report the schedule of rules, the five agreed to by the parties, and rule 3 (the rates of wages) and rule 7 (the length of time) recommended by the chairman, Colin G. Snider, and Fred. Bancroft, for acceptance by the employers and the employees as being in the opinion of the Board just and fair according to the facts and arguments submitted and the conditions prevailing and those likely to come during the term mentioned in rule 7.

The employers and employees held a conference on these demands about the fifteenth day of July, when the employers offered an increase in wages, which, after consideration at a general meeting of the employees, they refused to accept and they went out on strike on the seventh of August. On the twenty-second of August, 1918, the employees returned to work and applied to your Department for a Board of Conciliation. The rate of wages they have been receiving since the twenty-second of August is set down the chairman's notes of the proceedings returned among the papers.

James G. Merrick does not join in this report and will submit a minority report. He does agree to all the rules in the schedule attached excepting rule 3 (the wages clause) and rule 7 (the life of the agreement), in neither of which does he concur.

All of which we, the undersigned, have the honour to report.

(Sgd.) Colin G. Snider,
Chairman.
(Sgd.) Fred. Bancroft,
for Employees.

Dated at Toronto, this twenty-seventh day of September, 1918.

SCHEDULE OF RULES.

Rule 1.—Nine (9) hours shall constitute a day's work, between the hours of 7 a.m. and 5.30 p.m. for the first five days of the week. On Saturdays, from 7 a.m. to 12 o'clock noon.

Rule 2.—All time worked after the regular working hours, until 10 p.m., for the first five days of the week, and after 12 o'clock noon to 5 p.m. on Saturday, will be paid at the rate of time and one-half time, after which double time will be paid.

Double time will also be paid for all time worked on Sundays and the following holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day.

In the event of any of the above holidays falling on Sunday the overtime rates shall be paid for the day on which the holiday is observed.

Rule 3.—The rates shall be as follows:

	Per hour.
First heavy forgers	85c
Second heavy forgers	75c
Heavy fire blacksmiths and toolsmiths	68c
General blacksmiths	68c
Forging machine operators	60c
Heaters and first helpers for heavy forgers and heavy fires	50c
Tip welders	55c
General helpers and hammer drivers	45c

When the helpers are required to build fires before the regular starting time, they will be allowed thirty (30) minutes' extra pay per day.

Rule 4.—When a regular night shift is employed, they will receive 10 per cent in excess of the regular hourly rate of pay.

Clause (a) of Rule 4.—Hours to be worked on night shift shall be as follows: Ten hours per night from Monday night until Friday night inclusive. All hours worked in excess of this shall be overtime and paid for as follows: From the end of the regular working night, time and one-half for the first five hours, after that double time until workman goes off duty. From 12 midnight Saturday to midnight Sunday to be paid double time.

Rule 5.—In the event of grievances arising between parties to this agreement, it is agreed that the employers will meet a committee of their employees, or their accredited representatives, for the purpose of effecting a settlement, and that no suspension of work or lockout shall take place until every effort has been made to settle such grievances.

Rule 6.—No discrimination shall be shown against any committee elected by the men to represent them on any grievances affecting them.

Rule 7.—This agreement to remain in effect for 12 months from the twentieth day of August, 1918, from which day this report is to have effect, with a right to a reconsideration by the parties, of the wage scale, at the end of six months from the twentieth day of August, 1918, if the cost of living has materially increased in the meantime, and in case the parties cannot then agree as to the rate of pay, a third person is to be chosen by them to decide between them.

(Sgd.) Colin G. Snider,
Chairman.
(Sgd.) Fred. Bancroft,
for Employees.

Toronto, September 27, 1918.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and *re* differences between certain firms, being members of the Employers' Association of Toronto, and various classes of workmen, members respectively of the International Brotherhood of Blacksmiths and Helpers and of the Amalgamated Society of Engineers.

To the Honourable Thomas W. Crothers,
Minister of Labour, Ottawa, Ont.

Sir,—

I have the honour to submit the following Minority Report as a member of the Board of Conciliation and Arbitration appointed to adjust, if possible, the differences between certain of the employees, being blacksmiths and helpers of the Canadian Allis-Chalmers Company, Limited; The John Inglis Company, Limited; The Pelson Iron Works, Limited; John Whitfield Company, Limited; The British Forgings, Limited.

In order that there may be a clear record of the causes which brought about the reference of the demands of the employees to a Board of Conciliation, I hereby beg to set before you a resumé of the efforts made to arrive at a mutual settlement previous to the strike which occurred on the seventh of August.

A form of agreement was sent to me as secretary of the Employers' Association, from Mr. Powlesland, on behalf of the blacksmiths and helpers, containing nine clauses, to which a reply was requested within 15 days from date. A reply was sent asking for a list of the principal firms where the members of the organization are employed. This list was promptly forwarded, and a preliminary meeting of the firms held to decide upon what action should be taken in connection with the demand.

A sub-committee composed of Messrs. Bates, Inglis, Whitfield, and Miller, was nominated to enter into negotiations with the committee representing the men, in order to see if a settlement could not be arrived at. Several meetings were held, at the first of which an offer of 2½c per hour was made. This was rejected by the unions, and a further offer was made on August 2 of 2½c an hour for helpers and 5c for blacksmiths. This offer was made after the firms had met and secured detailed information as to the wages being paid to the trade in the city, and after a table had been prepared showing the number of firms reporting and the hourly rate being paid to every man in the employ of the nine firms from whom the information was sought, and showing the total number employed under the different wage headings. (Copy of this schedule is attached.)

The blacksmiths' committee agreed to submit this offer of 2½c and 5c per hour to their meeting, which was to be held on the evening of August 6, and to bring back a reply to a meeting of the joint committees which was to have been held on Friday, August 9.

Instead of a reply being received through the committee in joint session with the committee from the employers, the following communication was received, dated August 3:

Dear Sir,—

We have been instructed by a mass meeting of blacksmiths and helpers of the above organizations, held Friday, August 2, to inform you that the wage conditions offered by the Employers' Association of Toronto to meet demands put forward by men in the aforementioned trade as per schedule presented to you are totally inadequate and unacceptable.

Furthermore, it was unanimously resolved that whereas schedule was drafted only after full consideration of requirements to meet the abnormal increases in the cost of living, that the conditions stated therein are the minimum terms that can be accepted.

Therefore, in order to secure these conditions, notice be given to all employers throughout Toronto that, failing a satisfactory settlement along these lines by 8 p.m. Tuesday, August 6, an immediate cessation of work will appertain in all plants not acceding.

In placing this statement before you we suggest a further immediate conference on matters in dispute.

Yours truly,
(Sgd.) W. G. Powlesland.
(Sgd.) A. H. McNamee.

Toronto, October 1, 1918.

In the belief that the negotiations were proceeding towards a prospective settlement, the chairman of the employers' committee was absent from the city when this ultimatum was received. He forwarded the following letter to the two principal representatives of the unions involved:

W. G. Powlesland, Esq.,
Business Agent,
Blacksmiths' Union.

A. H. McNamee, Esq.,
Amalgamated Society
of Engineers.

Gentlemen,—

I was exceedingly surprised on my return to Toronto this morning to find your letter of August 3, stating that unless the conditions set forth in your schedule be complied with by 8 p.m. Tuesday, August 6, the blacksmiths in Toronto would immediately cease work.

I wish to clearly point out to you that this was not according to the agreement made between the manufacturers' committee and you two gentlemen when we met on Friday evening, August 2, at 5 o'clock, in the Employers' Association office. I proposed at that meeting a 5c increase to general blacksmiths, with a 2½c increase to helpers, and intimated that, if the increase was accepted by the men for general blacksmiths, that further negotiations would be carried on immediately with a view to arriving at some further increase for forgers, and it was distinctly agreed that you would carry this proposition back to the men and that we would call together the manufacturers to

discuss a proposed increase above the promised 5c and 2½c advance, and that the manufacturers' committee would meet you two gentlemen again not later than 5 p.m. Friday evening, August 9. In view of this agreement being arrived at between our committees I was very much surprised to learn of the drastic action taken by the men on Tuesday evening. I think this clearly proves to all manufacturers that it is impossible for our committee to do business on a business basis with your committee when you fail to have the men you represent abide by an agreement that you yourselves made with us, namely, that August 9 would be the date on which the wage scale would be settled.

In view of the fact that this agreement has been broken by your committee and the men they represent are out on strike, we feel that there is no need of further conference.

Yours truly,

Canadian Allis-Chalmers, Ltd.,

(Sgd.) T. Bate.

Toronto, August 7, 1918.

Finally a conference was arranged through the Honourable Senator Robertson, with a proposition from the men that they would return to work pending the submission of differences to a Board of Conciliation and Arbitration on the understanding that all those on strike should be taken on at the various shops and that whatever award was made should date from the submission of their demand to the firms. The employers refused to be bound by these two restrictions, and it was finally agreed to submit the differences to a Board without any qualifying clauses.

In the course of the submission of evidence to the Board, the representatives of the men were only able to show that one firm on marine construction work had entered into an agreement with them to pay the scale demanded. The prevailing rates of wages paid in all branches of their trade in the city were submitted by Mr. Bate and showed that the scale paid was in conformity with the wages paid other classes of skilled and unskilled workmen in various manufacturing establishments.

It was contended by the men that the scale of wages known as the McAdoo Award should be paid in industry, as it had been established as the standard wage on the railways. This contention was vigorously opposed by the employers on the ground that the railroads were in a position to increase their freight and passenger rates to meet any material increase in the wage schedule, whereas the manufacturer was bound by the terms of his contract which in many cases extended over a period of years in completion, and therefore the comparison was unfair.

Despite this argument and others advanced, the majority award has determined on the McAdoo scale as in their opinion fair and equitable for blacksmiths and helpers in the manufacturing shops in Toronto.

With this award I certainly cannot agree, as it has advanced the wages between 15 per cent and 40 per cent, and has put them entirely out of conformity with the wages being paid to men of similar skill in our local industries.

It has adopted as a minimum wage for blacksmiths on an average of 16c an hour above current rates; for second heavy forgers, 10c above current rates; for forging machine operators, about 15c above current rates, and for helpers, between 5c and 7½c above current rates.

These wages are greatly in excess of the wages paid to helpers in other lines of employment, which range between 35c and 40c an hour. They are also greatly in advance of the standard minimum wage for machinists of 55c and for toolmakers of 60c, rates which can only be demanded as a minimum in the majority of Toronto shops. They are also in advance of the wages paid to moulders, who earn a minimum of 60c per hour.

I am of the opinion that the offer made by the manufacturers of 2½c and 5c per hour would have been adequate to bring the wages of this class of labour to a parity with men of similar skill.

I cannot agree with the decision arrived at as to the duration of the agreement, because of the fact that it contains a provision to reopen the wage scale after a period of six months. This is at variance with the practice in all industrial agreements, and is unfair to the manufacturer, as he is not at liberty to have his contracts revised at the termination of any period during their continuance. It offers an uncertainty in tendering which will be very prejudicial to the acceptance of contracts where close prices prevail and may even mean a loss where liberal provisions for increases have been made, provided contracts extend beyond the yearly period.

I also cannot agree to the decision arrived at to date the award from the twentieth of August in view of the fact that the men resorted to a strike which had proved unsuccessful at the time it was decided to refer the matter to a Conciliation Board. I am of the opinion that the award, if accepted, should date from the time it was arrived at and no earlier.

I desire to express my appreciation of the very friendly spirit in which the reference was carried on, and to the co-operation of my associates on the Board, who sought to arrive at a mutual agreement, which, however, was found to be impossible.

All of which is respectfully submitted.

(Sgd.) James G. Merrick,
Representative of the Employees.

Toronto, October 1, 1918.

BLACKSMITHS' WAGES, JULY, 1918.

TORONTO MACHINE SHOPS

9 FIRMS REPORTING

Firm.	75c.	70c.	67½c	65c.	60c.	57½c	55c.	52½c	50c.	48½c	47½c	45c.	43½c	42½c	42c.	41c.
1	1	.....	2	.....	.....	4	1	2	1	1	1	.....	1	3	.....	1
2	.....	.....	.....	1	.....	1	1	1	1	.....	.....	7	.....	.....	1	.....
3	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1	.....	.....	.....	.....
4	.....	1	.....	1	4	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
5	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
6	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7	.....	.....	.....	3	1	.....	4	.....	.....	.....	.....	1	.....	.....	.....	.....
8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	.....	.....
9	1	.....	.....	3	3	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....
Total	2	1	2	8	9	5	9	3	2	1	1	10	1	8	1	1

BLACKSMITHS HELPERS' WAGES, JULY, 1918.

Firm.	40c.	39c.	38c.	37½c.	35c.	32½c.	25c.	22½c.
1	1	.....	.....	2	.....	.....	1	1
2	.....	1	.....	9	1	.....	.....	.....
3	.....	.....	.....	.....	1	1	.....	.....
4	7	.....	.....	.....	.....	.....	.....	.....
5	3	.....	.....	.....	.....	.....	.....	.....
6	.....	.....	1	.....	.....	.....	.....	.....
7	9	.....	.....	.....	.....	.....	.....	.....
8	1	.....	.....	.....	.....	.....	.....	.....
9	9	.....	.....	.....	.....	.....	.....	.....
Total	40	1	1	11	2	1	1	1

Report of Board of Appeal in Dispute between the Canadian General Electric Company, Peterborough, Ont., and its Machinists, Specialists and Electrical Workers

A REPORT was received from the Board of Appeal to which was referred the dispute between the Canadian General Electric Company, Peterborough, Ont., and its machinists, specialists and electrical workers. The findings were unanimous.

Report of Board

Present: Honourable Mr. Justice Maclennan, chairman; Gus Francq, S. H. Parsons, John W. Bruce, G. H. Duggan.

In the matter of the Appeal of the Canadian General Electric Company of Peterborough, Ontario, and its employees from the decision and award of the Board of Conciliation and Investigation rendered on August 24, 1918.

The Board of Appeal, having heard the parties through their representatives, examined the decision and award of the Board of Conciliation and Investigation and the reasons of Appeal, and having duly considered the same, renders the following decision:

(1) Paragraph 17 of the schedule attached to the decision of the Board of Conciliation and Investigation, providing that it shall remain in force for one year beginning on June 1, 1918, is confirmed.

(2) Paragraph 10 of the schedule is amended by striking out the last sentence thereof, reading "the number of apprentices shall be as follows, one for the shop and one for every five machinists employed."

(3) Paragraph 9 of the schedule is struck out and replaced by the following: "During slack periods, before any reduction is made in any branch in the number of its employees, the total working hours for the week shall be reduced."

(Sgd.) F. S. Maclennan,
Chairman.
(Sgd.) Gus Francq.
(Sgd.) S. R. Parsons.
(Sgd.) John W. Bruce.
(Sgd.) G. H. Duggan.

INTERIM REPORT OF ROYAL COMMISSION APPOINTED TO INVESTIGATE THE DISPUTE EXISTING ON THE BRITISH COLUMBIA COAST BETWEEN VARIOUS SHIP OWNERS AND THEIR EMPLOYEES

An interim report was received from the Royal Commission appointed under the Inquiries Act to investigate the dispute existing on the British Columbia coast between various shipowners and their employees, being masters and mates, members of the Canadian Merchant Service Guild.

The Commission was composed as follows: Messrs. W. E. Burns, James H. McVety and A. E. James, of Vancouver, Mr. Burns being appointed chairman. The powers of this Commission were extended during September to investigate also any differences which might exist on vessels operating on the lakes and rivers of British Columbia.

Report of Board

(Copy.)

To His Excellency
Governor-General for the
Dominion of Canada.

Sir,—

Pursuant to the appointment of your Commissioners, W. E. Burns, chairman; Edwin A. James and James H. McVety, under the "Inquiries Act," to inquire into the unrest existing on the coast of British Columbia as between various employers concerned in water transportation between British Columbia ports and to American ports in Puget Sound and Alaska and certain of their employees, being shipmasters and mates, members of the organization known as the Canadian Merchant Service Guild, and employed in vessels operating out of British Columbia ports in coastwise service, your Commissioners beg to make interim report as follows:

The Canadian Merchant Service Guild was formed in 1917, and on the twenty-eighth day of March, 1918, adopted its constitution and by-laws, which are in the main based upon the objects of the constitution or rules of the Imperial Merchant Service Guild. Its membership is confined to certificated shipmasters, navigating officers and pilots, and at the present time it appears that about 98 per cent of such upon all vessels trading upon the British Columbia coast belong to the Guild.

On the nineteenth of April, 1918, the Guild submitted to the various owners affected a minimum wage scale and working rules, which the Guild had decided upon, with an accompanying letter asking careful and favourable consideration thereof by the owners, and that the same be accepted and recognized by the owners as from the first day of April, 1918.

The owners replied to the communication, taking the position that they had always dealt with their own masters and officers, and indicated that they preferred to deal with them in the premises. In the course of the correspondence which followed with the different owners, the Guild indicated that the schedule had been presented with the idea of opening a discussion in respect thereof, taking a position which, had it been taken at the outset, might have been productive of different results. The correspondence which ensued came to the point where the owners refused altogether to deal with the Guild, although in one case, or perhaps two cases, the owner was willing to discuss matters with a committee of their own employees who were members of the Guild. The Guild demanded the right to have its representative or representatives present at such negotiation and a deadlock occurred, the Guild demanding recognition and the owners declining to confer with any person or body outside of their own employees.

The Guild then applied for a Board of Conciliation under the Industrial Disputes Act, and because of the non-application of that Act to

the situation your Commissioners were appointed to make inquiry as above set out, the inquiry extending to all such matters as wages, hours of work, working conditions and such other matters as might seem to be the occasion of the existing friction.

The taking of evidence was commenced on the twenty-second day of July, and it soon appeared to your Commissioners that the deadlock above mentioned was the primal cause of the existing difficulties. It appeared that most at least of the difficulties regarding wages and working conditions might be successfully arranged by negotiations between the owners and representatives of their respective employees, the status of whom was accepted, and in these circumstances your Commissioners, at a stage of the inquiry, confined the evidence to the question of recognition or non-recognition of the Guild in order that this question might be dealt with as a preliminary point.

The evidence centred mainly on the position of the Imperial Merchant Service Guild, its activities and status in respect of problems of the same nature as indicated in this inquiry. Both sides before your Commissioners took the position that the status of the Imperial Merchant Service Guild as worked out in practice in its relations with ship-owners was acceptable, and the Canadian Merchant Service Guild would be accepted or recognized on the one hand and satisfactory on the other, if its objects were carried out and its influence developed upon the same lines and in the same manner.

After the completion of evidence offered on the question of recognition, and after discussion of same by your Commissioners, the chairman telegraphed to the Imperial Merchant Service Guild at Liverpool and to the Secretary of the Liverpool Steamship Owners' Association, an organization composed of a large number of steamship owners, asking as to the status of the Imperial Merchant Service Guild previous to the appointment of the Shipping Controller in connection with the National Maritime Board, the formation of which, since the beginning of the war, having presumably affected the situation. The telegram read as follows:

> "Shipping Commission here desires information whether before appointment Shipping Controller Imperial Guild was recognized by shipowners to extent of discussion by letter and at times conferences or interviews on questions of wages and working conditions. Cable exact position fully."

This cable was sent on the sixth of August. On the following day a reply was received from Lieutenant Commander Moore, R.M., Secretary of the Imperial Merchant Service Guild, as follows:

> "Imperial Guild fully recognized for many years past by Government and shipowners in all matters concerning captains, officers, British ships."

No reply was received to the other cablegram for some time, although pressed for through the Telegraph Company, and the matter investigated. Finally word was received that the message had been held up by censor, and it was arranged for it to get through, and on the nineteenth of August a reply was received from Sir Norman Hill, the secretary, as follows:

> "Liverpool Steamship Owners' Association have never had any discussions at any time with Guild on questions of wages and working conditions. Association leave all wages questions in hands of Liverpool Employers' Association. Am informed by last named association that they have never had any discussions with Guild. For your information neither association is in any way represented on National Maritime Board. They have both refused to appoint representatives."

In the meantime, feeling that it might be possible for the parties to get together upon the basis of a limited recognition of the Guild as indicated by a memorandum of the views of the chairman submitted to the other Commissioners, the chairman discussed the situation with the executive of the Guild and also with a meeting of the owners. From these discussions it appeared that a limited recognition would be acceptable to the Guild whereby a committee composed solely of employees would be received by the owner involved on the question under discussion, but that this would not be acceptable to the owners at any rate at that time.

The situation was then discussed by your Commissioners and a public session of the Commission called for Wednesday, the twenty-first of August.

At this session the chairman announced that on account of the fact that the views of your Commissioners in connection with the point under discussion were not such as would form a basis upon which the parties in dispute in connection with wages and working conditions could arrange them themselves, your Commissioners proposed to go on and deal with the questions of wages and working conditions which were in difference, not making any finding on the question of recognition in the meantime. After a discussion upon the situation the Guild announced that in view of there being no present finding on the question of recognition it was withdrawing from the proceedings and its members were resigning from service. The chairman stated that the question of recognition was taken up first in the hope that a relationship could be established between the owners and the Guild whereby the questions of wages and working conditions could be readily adjusted; that this had been shown to be impossible and that your Commissioners were accordingly simply proceeding with their work and purposed calling upon the owners for statements of the extent to which they were ready to meet the Guild's claims. The Guild, however, in the face of these circumstances with-

drew from the proceedings and proceeded to carry out its determination in respect of the resignation of its members.

Your Commissioners followed the course which had been announced and called upon the owners to present the following day the statements above referred to. On the twenty-second August, statements with explanatory evidence were presented by the Canadian Pacific Railway Company, the Union Steamship Company, Limited, the Grand Trunk Pacific Railway Company and the British Columbia Tow Boat Owners' Association, setting out scales of wages effective from August 1, 1918, and in the case of the Canadian Pacific Railway Company and the Grand Trunk Pacific Railway Company, a scale of increase effective from April 1, 1918, giving effect thereby to increases which were at that time contemplated but held in abeyance because of the situation. After consideration of the various statements thus submitted and of the evidence given on working conditions, your Commissioners felt that they were in a position to make a report which would substantially cover the whole field of inquiry with the exception of some matters which might well be reserved for further evidence and consideration.

It was felt, however, that the views of the majority of your Commissioners as to recognition of the Guild on the evidence submitted would not be accepted by both parties unless some sanction were imposed which must necessarily involve at best a considerable period of time. The tie-up of shipping and water transportation which had resulted from the action of the Guild had brought about a very serious situation which was fast assuming calamitous proportions. Public and private business and war productions were being seriously interfered with and retarded. In these circumstances the chairman and Commissioner James met the owners on the twenty-sixth of August and obtained from them the following memorandum of agreement:

> "We agree to accept and abide by the finding of the Commission that the Canadian Merchant Service Guild be recognized to the extent of the recognition accorded the Imperial Merchant Service Guild by shipowners in Great Britain in reference to relations between employer and employees on questions of wages and working conditions, the exact status of the Imperial Merchant Service Guild in this respect to be determined by the Commission after further evidence at the instance of either party or on the Commission's own initiative. It is understood that the Commission will make its finding now on the claims of the Guild in respect of wages and in respect of working conditions, reserving only such points as it may desire further information upon.
>
> Dated this twenty-sixth day of August, 1918."

This was taken before the Vancouver section of the Guild on that evening by the chairman and Commissioner McVety, when after an exhaustive discussion a resolution was passed accepting the proposal subject to the approval of the Victoria section of the Guild. Endeavour was made over long distance telephone to obtain action in Victoria with negative results, and on the twenty-seventh August your Commissioners proceeded to Victoria and met the Victoria section of the Guild in meeting at that city. At a following meeting which Commissioner McVety attended, the following resolution was finally passed:

> "Whereas, assurances have been received from Sir Robert Borden, Prime Minister, and also from the Royal Commission, that recognition of the Canadian Merchant Service Guild, on the basis of the Imperial Merchant Service Guild, will be given by the employers, and that a fair and satisfactory adjustment of wages and working conditions will be given promptly;
>
> Resolved that we, the Victoria members of the Canadian Merchant Service Guild, hereby agree to resume our services, believing that by so doing we will secure a prompt and fair adjustment of matters in dispute, and not impede nor interfere with the requirements of the nation at this time."

This resolution was submitted by long distance telephone to a meeting at Vancouver sitting at the same time as the Victoria meeting, and the following resolution was passed:

> "That we adopt and confirm the decision arrived at by the members of the Canadian Merchant Service Guild at Victoria, with recommendation to the Commissioners that the present decision will not be considered a break in service, and that members on the lake and river steamers receive the same consideration as coast members."

A further resolution was adopted at the Vancouver meeting:

> "That the Royal Commission be asked to use its influence to secure a fair and satisfactory adjustment of wages and working conditions for masters and officers in vessels in Government service in proportion to the rates and conditions in other vessels of the same class."

As a result of these proceedings, work was resumed and the shipping tie-up ceased.

Your Commissioners since this result have taken further evidence bearing on adjustments of the statements filed by the owners and the Guild's claims; on questions involved in claims with respect to working conditions; and on the question of recognition. Evidence as to the exact status of the Imperial Merchant Service Guild as aforesaid will have to be obtained from

England, and upon certain other matters which came before your Commissioners to be dealt with in this inquiry further evidence will be required before your Commissioners will feel justified in making definite findings or recommendations with respect thereto.

In accordance with the foregoing, your Commissioners beg to make the following findings and recommendations:

Recognition:

Your Commissioners find that the Canadian Merchant Service Guild should be recognized by shipowners in Canada to the extent of the recognition accorded the Imperial Merchant Service by shipowners in Great Britain in reference to relations between employer and employees on questions of wages and working conditions. The exact status of the Imperial Merchant Service Guild in this respect, your Commissioners, in accordance with the above arragnement, will determine after further evidence on the point has been obtained.

Wages:

After careful consideration of the claims of the Guild and the position of the owners as set out in the statements filed and in the evidence, your Commissioners find that the wages set out in the schedule hereto should apply as indicated.

In this schedule in certain instances retroactive pay is established. In the case of the Union Steamship Company, Limited, and tow boats, the increases in pay which have occurred from time to time are, in the opinion of your Commissioners, satisfactory.

With reference to the vessels which have not been represented before your Commissioners, the classification of the Guild had been accepted. It is felt that this should be satisfactory in reference to tow boats as the Tow Boat Owners' Association, which appeared before your Commissioners, representing 45 tow boats, made no complaint as to this classification. Notice of the proceedings was given to all owners of whom information could be obtained. Your Commissioners will be ready to hear any owner who considers himself aggrieved in reference to this classification, and reservation is made so that any such case may be made the subject of subsequent action and readjustment.

Working Conditions:

Three Watch System: The only objection voiced before your Commissioners to the use of this system on the ships to which it is applicable was that the men were not available. Your Commissioners feel that the three watch system should be inaugurated and sustained where possible and would therefore recommend that this be done wherever and whenever the men are available.

Classification of Officers: Your Commissioners feel that the claim of the Guild in this respect should not be given effect to. Any adjustments which the situation calls for because of difficulties in respect of time to be served for certificates should be made under Government regulations as the present classification in use by the owners is the most sensible and satisfactory.

Holidays: Your Commissioners recommend that masters and mates on all boats should be given annual holidays with full pay to the extent of two weeks. The principle of annual holidays to the extent of a fortnight is in vogue on passenger and freight steamers, and in the opinion of your Commissioners should be applied to all boats. Your Commissioners also recommend that two boat masters and certificated officers away from the home port for fourteen days or more should be given upon their return 24 hours free from the vessel.

Increased percentage for two boat masters and officers operating to the westward of the Jordan River and north of and across Queen Charlotte Sound:

Your Commissioners are of the opinion that the evidence submitted does not disclose any undue or extraordinary hazard for the class of vessels sent to the waters in question, and if such hazard exists the practice of laying up in shelter for favourable weather removes any extra danger likely to be encountered because of weather conditions. Your Commissioners also feel that there has been no good reason shown why the wages on vessels operating out of Prince Rupert should be increased 20 per cent above wages on vessels from others ports in the province. The finding on this point is that the claim is not well founded and should not be granted.

Re Harbour Tugs: The questions in respect to harbour tugs of the working day, overtime and extra pay in lieu of board, are reserved by your Commissioners to be dealt with later upon further evidence.

Towing by Freight Boats: Your Commissioners feel that the claim for extra pay on this score is not well founded and should not be granted.

Number of Officers on Specified Ships: Your Commissioners' position with reference to any claim in this regard is indicated by the officers mentioned in the wage schedule hereto.

Vessels in Government Service: Evidence was given before your Commissioners to the effect that the present rate of wages paid is and has been for some time inadequate. The completion of evidence now would mean considerable delay and your Commissioners reserve this situation to be dealt with subsequently.

Ferry Boats, Fishing Vessels and Barges: Intimation was made to your Commissioners that the present situation with reference to these vessels is satisfactory. The matter was not made absolutely definite, however, and your Commissioners therefore reserve for subsequent attention any questions or difficulties which may be presented to your Commissioners by owners or the Guild with reference to these vessels.

Lake and River Steamers: The Guild has made application to your Commissioners for the extension of the Commission to cover inquiry with respect to wages and working conditions on these vessels. Your commissioners therefore would request that their powers be extended so that what difficulties exist may be dealt with.

Reservations:

Your Commissioners, in view of the fact that subsequent report on the matters specifically reserved will be deferred on account of the necessity, in your Commissioners' opinion, of obtaining evidence from England on the status of the Imperial Merchant Service Guild, desire it to be understood that any questions properly coming within the work of the Commission concerning which no findings or recommendations have been set out will, at the instance of any owner or the Guild, be made the subject of inquiry, if in the opinion of your Commissioners, they are of sufficient importance.

Commissioner James is unavoidably absent from the city, and will be away for a few days, so that his signature to this report will be delayed. He, however, concurs in the findings and recommendations contained herein.

All of which is respectfully submitted.

(Sgd.) Jas. H. McVety.
Sept. 27, 1918. (Sgd.) C. A. James.
(Sgd.) W. E. Burns.
Chairman.

Dated at Vancouver, B.C., this twelfth day of September, A.D. 1918.

SCHEDULE OF SALARIES AWARDED.

Vessels Owned by the Canadian Pacific Railway Company.

PASSENGER AND CARGO VESSELS.

Class 1A.

Princess Charlotte, Princess Sophia, Princess Victoria, Princess Adelaide, and Princess Alice.

	Effective April 1, 1918. per month.	Effective Aug. 1, 1918. per month.
Master	$245.00	$250.00
1st Officer	145.00	160.00
2nd Officer	120.00	135.00
3rd Officer	90.00	100.00

Class 1B.

Vessels of Class 1A that run to Alaska.

Master	$245.00	$300.00
1st Officer	145.00	160.00
2nd Officer	120.00	135.00
3rd Officer	90.00	110.00

Class 2A.

Princess Maquinna when on West Coast service.

Master	$220.00	$250.00
1st Officer	135.00	160.00
2nd Officer	110.00	135.00
3rd Officer	90.00	100.00

Class 2B.

Princess Mary, Princess Royal, Princess Maquinna, and Princess Sophia when on local runs.

Master	$220.00	$225.00
1st Officer	145.00	150.00
2nd Officer	110.00	135.00
3rd Officer	90.00	100.00

Class 3.

Princess Beatrice, Princess Ena, Princess Patricia, Princess May, and Tees.

Master	$195.00	$210.00
1st Officer	135.00	150.00
2nd Officer	110.00	125.00
3rd Officer	90.00	100.00

Class 4.

Princess Patricia (when on single runs) and Charmer.

Master	$185.00	$190.00
1st Officer	125.00	130.00
2nd Officer	105.00	110.00

Class 5.

Island Princess and Otter.

Master	$165.00	$175.00
1st Officer	120.00	120.00
2nd Officer	90.00	100.00

Note.—The April 1 scale will apply to the Island Princess as from the date of acquisition by the Canadian Pacific Railway Company.

TOW BOATS.

Nanoose, Nitinat, and Qualicum.

Master	$180.00	$200.00
1st Officer	90.00	110.00

Vessels Owned by the Grand Trunk Pacific Railway Company.

PASSENGER AND CARGO VESSELS.

Class 1.

Prince Rupert and Prince George.

	Effective April 1, 1918. per month.	Effective Aug. 1, 1918. per month.
Master	$245.00	$250.00
1st Officer	145.00	160.00
2nd Officer	120.00	135.00
3rd Officer	90.00	100.00

Class 3.

Prince Albert and Prince John.

Master	$195.00	$210.00
1st Officer	135.00	150.00
2nd Officer	110.00	125.00
3rd Officer	90.00	100.00

TOW BOATS.

Tug Lorne.

Master	$175.00	$200.00
Mate	90.00	100.00

Vessels Owned by the Union Steamship Company of British Columbia, Limited.

Class 3.

Camosum, Chelohsin, and Venture.

	Effective Aug. 1, 1918.
Master	$210.00
1st Officer	150.00
2nd Officer	125.00
3rd Officer	90.00 to 100.00

Class 4A.

Cheakamus and Cowichan.

Master	$190.00
1st Officer	130.00
2nd Officer	110.00
3rd Officer	90.00 to 100.00

Class 4B.

Cassiar.

Master	$185.00
1st Officer	125.00
2nd Officer	110.00

Class 5A.

Chasina and Chilco.

Master	$175.00
1st Officer	120.00

Class 5B.

Coquitlam.

Master	$180.00
1st Officer	125.00
2nd Officer	90.00 to 100.00

PASSENGER AND CARGO VESSELS OTHER THAN ABOVE MENTIONED.

Class 2.

Amur.

	Effective Aug. 1, 1918.
Master	$225.00
1st Officer	150.00
2nd Officer	125.00
3rd Officer	100.00

Class 3.

British Columbia, Gray, Henriette, Marmion, and Quadra.

Master	$210.00
1st Officer	150.00
2nd Officer	125.00
3rd Officer	100.00

Class 5.

Ballena, Bowena, Britannia, Celtic, Eastholm, and Queen City.

Master	$175.00
1st Officer	120.00
2nd Officer (when carried)	100.00

Class 8.

Cascade, Clansman, Coaster, Forrager, Grainer, Matsqui, Selkirk, Trader, and Westham.

Master	$150.00
Mate (when carried)	110.00

Class 9.

Bentick, Enilada, Fort Langley, Lake Buntzen, Le Olbee, Marine Express, and New Delta.

Outside Harbour.

Master	$150.00
Mate (when carried)	110.00

Inside Harbour.

Master	$125.00
Mate (when carried)	100.00

TOW BOATS OTHER THAN ABOVE MENTIONED.

Effective August 1, 1918.

Tug.	Master.	Mate.
Class 2.		
Commodore	$200.00	$100.00
Sea Lion	200.00	110.00
Class 3.		
Achates	180.00	105.00
Active	180.00	105.00
Czar	170.00	105.00
Chemainus	180.00	105.00
Dauntless	180.00	105.00
Dola	180.00	105.00
Erin	180.00	105.00
Faultless	180.00	105.00
Germania	180.00	105.00
Haro	180.00	105.00
Ivanhoe	180.00	105.00
Le Roi	180.00	105.00
Peerless	180.00	105.00
Sebastian	180.00	105.00
Tartar	180.00	105.00
Class 4.		
Beatrice	170.00	100.00
Berquist	170.00	100.00
Clayburn	170.00	100.00
Coutli	170.00	100.00
Earl	170.00	100.00
Etta White	170.00	100.00
Freno	170.00	100.00
Hope	170.00	100.00
Mystery	170.00	100.00
Olive M.	170.00	100.00
Progressive	170.00	100.00
Queen	170.00	100.00
St. Clair	170.00	100.00
Tepic	170.00	100.00
Wireless	170.00	100.00
Vulcan	170.00	90.00
Class 5.		
Annacis	155.00	90.00
B. C. Boy	155.00	90.00
Belle	155.00	90.00
Cheerful	155.00	90.00
Chieftain	155.00	90.00
Daring	155.00	90.00
Farquhar	155.00	90.00
Fearful	155.00	90.00
Francis Cutting	155.00	90.00

Tug.	Master.	Mate.
Gleeful	155.00	90.00
Glenboro	155.00	90.00
Hopkins	155.00	90.00
Lornet	155.00	90.00
M. C. M.	155.00	90.00
Phoenix	155.00	90.00
Protective	155.00	90.00
Red Fir	155.00	90.00
Spray	155.00	90.00
Storm King	155.00	90.00
Swell	155.00	90.00
Class 6.		
Armoco	145.00	90.00
B. C. Maid	145.00	90.00
Brunette	145.00	90.00
Burrard	145.00	90.00
Canadian	135.00	90.00
City of Lund	145.00	90.00
Daisy	145.00	90.00
Defiance	145.00	90.00
Digges	145.00	90.00
Edith	145.00	90.00
Edna Grace	145.00	90.00
Ellison	145.00	90.00
Fearless	145.00	90.00
Flyer	145.00	90.00
Hero No. 1	145.00	90.00
Imp	145.00	90.00
Jessie Mac	155.00	90.00
Kildonan	145.00	90.00
Maagen	145.00	90.00
Marvis	145.00	90.00
Moonlight	145.00	90.00
Muriel	145.00	90.00
Native	145.00	90.00
Owen	145.00	90.00
Plunger	145.00	90.00
Projective	145.00	90.00
Pronative	145.00	90.00
Sadie	145.00	90.00
Squid	145.00	90.00
Stormer	145.00	90.00
Superior	145.00	90.00
Vancouver	145.00	90.00
Class 7.		
Autolycus	125.00	
Beryl	125.00	
Buster B.	125.00	
Canpac	125.00	
Centre Star	125.00	
Cleeve	125.00	
Clive	125.00	
Cultus	125.00	
Delta	125.00	
Dolphin	125.00	
Dominion	125.00	
Dorothy	125.00	
Elsie	130.00	
Enola	125.00	
Eva	125.00	
Gypsy	125.00	
Hilda	125.00	
Iris	125.00	
Isaac	125.00	
Joyful	125.00	
Lottie N.	125.00	
M. T. No. 1	125.00	
Naiad	125.00	
Polarine	125.00	
Reliance	125.00	
Respond	125.00	
Senator	125.00	
Shuswap	125.00	
Stetson	135.00	
Stranger	125.00	
Tussler	125.00	

(Sgd.) W. E. Burns, Chairman.
(Sgd.) Jas. H. McVety.
(Sgd.) E. A. James.

INDUSTRIAL DISPUTES DURING SEPTEMBER, 1918

NINETEEN strikes affecting approximately 6,104 employees were reported as having commenced during September. There were in existence at some time or other during the month 30 strikes directly affecting 7,416 workpeople. The total time loss on account of industrial disputes was estimated at 102,563 working days, as compared with 94,040 in August, 1918, and 25,288 in September, 1917. The time loss occasioned by the 19 strikes which began in September was 75,371 working days, while a loss of 27,862 days is charged to the 11 strikes commencing prior to September. Termination of disputes was reported in the case of four of the disputes commenced prior to September. Eleven of the strikes which commenced during September terminated during the month, leaving the following 15 strikes, affecting approximately 3,444 workpeople, on record September 30: pipefitters, Nobel; iron shipbuilders, Lauzon; machinists, Montreal; knitting mill operatives, Toronto; cigarmakers, Toronto and Montreal; cigarmakers, Hamilton, London and Montreal; wharfmen, Quebec; coal miners, Fernie and

Michel; painters, Toronto; moulders, Sarnia; sash and door mill employees, Winnipeg; tailors, Brockville; freight handlers, Calgary and Lethbridge; laundry workers, Vancouver, and waiters and waitresses, Regina.

Disputes by Industries

The following is a review of the disputes by industries in the order in which these appear in the statistical table. A brief summary is given of the more important strikes:

Mines, smelters and quarries. — There were six disputes in existence during the month, involving 4,117 employees and a time loss of 60,655 working days. All these disputes commenced during September, and in all cases affected coal mines. Five strikes were settled, leaving one unsettled dispute, that at Fernie and Michel, B.C. Three of the strikes adjusted, those, namely, in the Drumheller district and at Wayne, Alberta, lasted for a few days only and affected few employees. The fourth settlement, that of coal miners in Pictou County, N.S., affected about 2,300 miners, having lasted about two weeks. The dispute related to the demand of the men for a wage increase of 15 per cent for day labour and 10 per cent for miners, with a minimum wage for miners of $5 per day. The company offered 20 cents a day to all employees, but the offer was not accepted. Mr. C. A. Magrath, who had been recently appointed Director of Coal Operations for Nova Scotia and New Brunswick, visited the locality and held conferences with the parties, officers of the Department of Labour assisting. Work was resumed on September 30 under an arrangement providing for an investigation into the cost of living by a committee jointly representing operators and miners, with a statistical adviser, and that apart from the wage increase of 20 cents per day which the operators agreed to put immediately into effect, any further wage increase which the cost of living enquiry would justify should take effect as from September 1, and that wages so adjusted should remain in force for four months from that date, when the enquiry would be renewed. The fifth coal strike adjusted was that of about 100 miners at Minto, N.B., who asked that all coal should be weighed, and ceased work September 24. A few days later a working basis was reached and the men returned to work September 30.

The strike remaining unsettled at the end of the month was that of miners at Fernie and Michel, B.C., where approximately 1,400 men ceased work to enforce the adoption of the single-shift method of operating the mines, the men claiming that the existing method of working two shifts did not allow sufficient time to permit gas to escape and that one eight-hour shift per day was the only way in which the work could be made reasonably safe. The question of the single shift had been discussed between the men and the management some time previous to the strike and the company had offered to operate on the single shift system provided three men worked in each working place. This, however, was not acceptable to the men, who on September 4, following a severe "bump," ceased work. Several conferences were held between representatives of the miners

and mine owners in which the Minister of Mines for British Columbia and the Director of Coal Operations for District 18 took part. The Minister of Mines stated he would introduce legislation at the next session of the legislature which would make the single shift system obligatory in all coal mines of the province except in case of national emergency, the system to become effective within one year after the conclusion of the war, and also proposed a commission to take evidence regarding the condition of the mines. This proposal was rejected, but the miners offered to return to work on the single shift basis pending the report of a commission. On September 27 the Director of Coal Operations made an order requiring that the Crow's Nest Pass Coal Company instal the single shift system at its mines, the system, however, not to extend to development work nor to necessary repairs. The order also stated that the Director would ask the Minister of Mines to appoint a Royal Commission to determine the question at issue. At the close of the month the men had not returned to work, but meetings were being held to consider Mr. Armstrong's proposals, and before these pages went to press word reached the Minister that the miners had resumed work.

Building and construction.—There were four strikes in existence, affecting, however, but 119 employees and involving a time loss of 2,194 working days. Three of the strikes were carried over from the previous month, and of these two were settled during September, leaving one old strike and one new strike unterminated.

Metals, machinery and conveyances.—There were seven strikes in existence, affecting 640 employees and involving a time loss of 8,579 working days. Three strikes were carried over from the previous month—iron shipbuilders at Lauzon, machinists at Montreal, and metal workers at Winnipeg. A strike of rolling mill employees at Amherst was commenced in August, but was not reported to the Department until September. Three new strikes occurred during September—moulders at Sarnia, iron workers at Kingston, and sheet metal workers at Montreal. All these strikes affected comparatively few employees and two of them were settled shortly after their occurrence.

Woodworking.—But one strike, affecting 300 employees and involving a time loss of 900 days, was reported in the woodworking group—sash and door mill employees at Winnipeg—which commenced during September. The strike, which involved increased wages and a nine-hour day, was unterminated.

Printing and publishing.—One strike occurred, affecting 88 employees and involving a time loss of 176 days. Printing pressmen at Ottawa asked for an increase in wages and 45 hours a week for night shifts. A partial increase was granted and work resumed two days after the men went out.

Clothing.—One strike of tailors was in existence at Brockville, affecting 15 employees and involving a time loss of 165 working days. A strike of cap makers at Winnipeg, which is noted in the table, began prior to the month of September, but no report of its settlement was received until the end of the month.

Textiles, carpets and cordage.—One strike—knitting mill operatives at Tor-

onto—affecting 58 employees and involving a time loss of 1,392 working days, was carried over from the previous month.

Foods, tobacco and liquors. — Two strikes were in existence, affecting 562 employees and involving a time loss of 13,488 working days. Both these strikes affected cigarmakers and were carried over from the previous month.

Transportation. — There were four strikes in existence, affecting 1,020 employees and involving a time loss of 8,052 working days. One strike—wharfmen—(unterminated) was carried over from the previous month, and two strikes occurred during the month, freight handlers employed by the Canadian Pacific Railway at Calgary and Lethbridge and other western cities, and employees of the Dominion Express Company at Montreal and other eastern points. The strike of freight handlers commenced at Calgary and arose out of a demand for reinstatement of a foreman who had been dismissed, and that increases under the McAdoo Award be made retroactive to May 1 instead of August 1; the question of union recognition was also involved. At the end of the month the strike was unterminated and there was the possibility of the difficulty extending to other places on the western lines of the Canadian Pacific Railway. The strike of employees of the Dominion Express Company affected about 600 persons, but lasted only four days. The main question at issue was apparently union recognition, but a revised wage schedule was also brought up. After some negotiations the difficulty was adjusted, the employees withdrawing their claim for union recognition, and the company agreeing to reinstate all strikers and to meet a committee of employees to discuss grievances.

Miscellaneous.—Four strikes, affecting 497 employees and involving a time loss of 6,962 work days, were in existence. One strike—labourers at Winnipeg—occurred during August, but was not reported until September. Two of the strikes, barbers at Moosejaw and at Toronto, were settled shortly after their occurrence, and affected a comparatively small number of men. Strikes of 290 laundry workers at Vancouver and of 50 waiters and waitresses at Regina were unterminated.

Industrial Disputes During September, 1918

Industry.	Particulars.	No. of employees affected	Time lost in working days.
	DISPUTES COMMENCING PRIOR TO SEPTEMBER, 1918.		
Building and Construction:—			
Electrical workers, Ottawa	Commenced August 8. For an increase in wages and reduction in hours. Settled through negotiations. Partial increase granted and hours reduced. Work resumed September 30.	27	648
Pipefitters, Nobel, Ont.	Commenced June 29. Demand for increased wages. Unterminated...	30	720
Plumbers and steamfitters, St. Thomas, Ont.	Commenced August 26. For increased wages. Increases granted. Work resumed August 31.	.....	.....
Plumbers and steamfitters, Toronto, Ont.	Commenced July 6. Demand for increased wages. Increase granted. Work resumed September 25.	39	780
Metals, Machinery and Conveyances:—			
Iron shipbuilders, Lauzon, Que.	Commenced July 26. Demand for reinstatement of dismissed employees and for recognition of International Union. Unterminated.	239	5,736
Machinists, Montreal, Que.	Commenced March 23. Demand for increased wages and nine-hour day. Unterminated.	45	1,080
Metal Workers, Winnipeg, Man.	Commenced July 22. Demand for higher wages. Information reaching Department indicates conditions are no longer affected by strike.	12	268
Rolling mill employees, Amherst, N. S.	Commenced August 27. For an increase in wages. Increase granted. Work resumed September 2.	150	150
Clothing:—			
Cap makers, Winnipeg, Man.	Commenced July 17. For increased wages and alleged discrimination. Men returned to work July 25.	.....	.....

INDUSTRIAL DISPUTES, DURING SEPTEMBER, 1918—(*Continued*)

Industry.	Particulars.	No. of employees affected	Time loss in working days.
	DISPUTES COMMENCING PRIOR TO SEPTEMBER, 1918—(*Continued*).		
TEXTILES, CORDAGE AND CARPETS:—			
Knitting mill operatives, Toronto, Ont.....	Commenced June 12. Demand for increased wages. Unterminated...	58	1,392
FOODS, LIQUORS AND TOBACCO:—			
Cigarmakers, Toronto and Montreal.....	Commenced May 16-20. Employees locked out. Unterminated.....	300	7,200
Cigarmakers, Hamilton, London and Montreal	Commenced July 10. Employees at Hamilton presented demands for increased wages and one company operating at Hamilton, London and Montreal closed its doors. General strike or .lockout unterminated.	262	6,288
TRANSPORTATION:—			
Wharfmen, Quebec, Que.....	Commenced August 1. For increased wages. nterminated.....	150	3,600
MISCELLANEOUS:—			
Labourers, Winnipeg, Man.....	Commenced August 14. For increased wages, shorter hours and recognition of Union. Strikers' places filled.	45	.....
	STRIKES COMMENCING DURING SEPTEMBER, 1918.		
MINES, SMELTERS AND QUARRIES:—			
Coal miners, Drumheller, Alta. (Western Gem Company.)	Commenced September 2. Demand for increased wages and free carbide. A Commission was appointed and pending a decision, work was resumed September 5.	12	30
Coal miners, Drumheller, Alta. (Alberta Black Coal Company.)	Commenced September 5. Dispute among men as to which local Union the company should pay "checkoff." Men returned to work under the conditions prevailing prior to strike; district officials of U. M. W. of A. to decide the question. Work resumed September 8.	85	255
Coal miners, Fernie and Michel, B.C.....	Commenced September 4. Demand for the single shift system in operation of mines. Unterminated.	1,400	31,500
Coal miners, Minto, N.B.....	Commenced September 24. Demand that coal should be weighed. Men returned to work while scales were being installed. Work resumed September 30.	100	500
Coal miners, Stellarton, New Glasgow, Westville, and Thorburn, N.S.	Commenced September 14. Demand for increased wages and minimum wage. Settled through mediation of Dominion Fuel Controller and Department of Labour. Partial increase granted. Work resumed September 30.	2,300	27,600
Coal Miners, Wayne, Alta.....	Commenced September 3. Dissatisfaction over boarding house. Settled by mediation through the efforts of the Department of Labour; a compromise effected. Work was resumed September 7.	220	770
BUILDING AND CONSTRUCTION:—			
Painters, Toronto, Ont.....	Commenced September 28. Protest against the use of a spraying machine. Unterminated.	23	46
METALS, MACHINERY AND CONVEYANCES:—			
Iron workers, Kingston, Ont.....	Commenced September 12. Against dismissal of employees. Employees re-instated and work resumed September 17.	110	385
Moulders, Sarnia, Ont.....	Commenced September 12. For increased wages and recognition of Union. Unterminated.	9	135
Sheet metal workers, Montreal, Que.....	Commenced September 3. Demand for increase in wages. Increase granted. Work resumed September 15.	75	825
PRINTING AND ALLIED TRADES:—			
Printing Pressmen, Ottawa, Ont.....	Commenced September 10. For an agreement; an increase in wages and 45 hours a week for night shifts. Partial increase granted. Work resumed September 12.	88	176
WOODWORKING:—			
Sash and door mill employees, Winnipeg, Man	Commenced September 27. For increased wages and a nine-hour day. Unterminated.	300	900
CLOTHING:—			
Tailors, Borckville, Ont.....	Commenced September 3. Demand for increased wages. Unterminated.	15	165
TRANSPORTATION:—			
Freight Handlers, (C.P.R.), Calgary, Alta., and Lethbridge, Alta.	Commenced September 21. For recognition of the Union and retroactive payment under McAdoo award. Unterminated.	278	2,084
Dominion Express Employees, Montreal and other Eastern localities.	Commenced September 10. For recognition of Union. Question of recognition withdrawn; strikers reinstated and company agreed to discuss grievances with committee. Work resumed September 14.	592	2,368
MISCELLANEOUS:—			
Barbers, Moosejaw, Sask.....	Commenced September 16. Demand for increased wages and better conditions. Negotiations between parties resulted in a compromise. Work resumed September 25.	23	184
Barbers, Toronto, Ont.....	Commenced September 9. For increase in wages. After negotiations between parties increase granted and work resumed September 11.	134	268
Laundry workers, Vancouver, B.C.....	Commenced September 9. For increased wages and Union conditions. Unterminated.	290	5,510
Waiters and waitresses, Regina, Sask.....	Commenced September 11. Demand for reduction in working hours. Unterminated.	50	1,000

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

THE Labour Gazetee for August, 1918 (page 618) printed the names of the six representatives of the railway companies and the six employee representatives who comprise the recently created Railway Board of Adjustment No. 1. Mr. W. M. Neal, the secretary of the Canadian Railway War Board, has now been elected general secretary also of the Adjustment Board, with offices in Montreal.

Two disputes have already been heard by the Board, and in both cases decisions have been given. A summary of each case follows:

Case 1—Dismissal of Brakeman by T. H. & B. Railway

The first case to come before the Board was a controversy between the Brotherhood of Railroad Trainmen and the Toronto, Hamilton and Buffalo Railway, concerning the dismissal of a brakeman on account of an accident on January 29 last, involving a rear-end collision, in which one employee was killed and another injured. The contention of the company was that when his train stopped, the brakeman, although he had ample time at his disposal, did not get back the proper distance required by the rules to flag the oncoming train, and that for this reason he was discharged. The organization on the other hand contended that the brakeman left the caboose of his train as promptly as possible and that he had gone back as far as he could with the time at his disposal before the oncoming train showed around a curve, and that for this reason it was improper to hold him responsible for the accident.

The Board decided, with one member dissenting, that the brakeman had observed the company's flagging rules and that he should be reinstated in the company's employ and be paid according to schedule for all time lost.

Case 2—C. P. R. Company and Commercial Telegraphers

The second case had reference to wages and hours of commercial telegraphers employed by the Canadian Pacific Railway Company, and was an appeal from the award of a Conciliation Board which was published in the Labour Gazette, September, 1918, (page 724). The matters in dispute concerned certain proposed amendments to the schedule of September, 1917, which were requested by the telegraphers.

The decisions of the Board of Adjustment were briefly as follows:

1. DEFINITION OF "COMMERCIAL TELEGRAPHERS" AND RATES FOR "MORKRUM" OPERATORS.

Article 1 as proposed by the employees is amended as follows:

(1) Employees assigned to the commercial telegraph service, whether operated by the Morse system, telephone or any automatic device of any character, or who are required to devote any portion of their time to the transmission or receiving of telegraph matter by any device whatsoever (not including agents, wire chiefs, traffic supervisors or traffic chiefs having authority to hire or discipline employees) will be considered commercial telegraphers within the meaning of this schedule. This does not apply to employees handling such matter by telephone during the act of filing for transmission or delivery.

(2) Morse telegraphers, when not required to work as such, shall, if competent, have the right to operate any automatic device for the purpose of transmitting or receiving telegraph matter at the rate they were receiving in optional group as Morse operators in the office affected. Seniority shall govern.

Article 8, Clause 2, is amended as follows:

The rate for Morkrum employees shall be $75.00 per month for the first year's service and $85.00 per month thereafter.

Article 6, Clause 4, is amended as follows:

The average minimum performance on all Vancouver-Winnipeg, Montreal-Winnipeg, Montreal-Vancouver and Toronto-Winnipeg circuits, not including Morkrum operators, shall be 30 messages per hour, and on all other first-class circuits 33 messages per hour, allowing 30 words to count as one message in case of press, and 20 shall be counted as one message in R.S. business and night lettergrams. Chief operators and traffic chiefs shall determine the carrying capacity of the circuit, and any loss through interruptions shall not be charged against the telegrapher's average.

2. WORKING HOURS.

Article 6, Clause 1, is amended as follows:

At offices where two or more telegraphers are employed, the hours of duty shall be as follows: Eight hours shall constitute straight day duty, beginning and ending between 7 a.m. and 6 p.m. Seven hours shall constitute all night duty beginning at or later than 8 p.m. Seven and one-half hours shall constitute all other tricks. No trick shall be split more than once or extended over 12 hours. At all other offices the hours of duty shall be 10 consecutive hours, including one hour for lunch.

3. OVERTIME RATE.

Article 6, Clause 3, is amended as follows:

Overtime accruing within eight hours' service shall be paid for *pro rata*. Overtime after eight or nine hours, as the case may be, shall be paid for at time and one-half.

4. INCLUSION OF TELEGRAPH CHIEFS IN SCHEDULE.

This was requested by the employees, but by the first decision of the Board, given above, it was ruled that the telegraph chiefs should not be included.

5. INTERPRETATION OF THE McADOO AWARD.

There was a difference of opinion between the company and the employees as to how the McAdoo Award increases should be applied to the percentage rates in effect in December, 1915, and both parties submitted schedules for two specific offices at Vancouver and Toronto. The Board decided that neither of the basic rates submitted was a correct application of the McAdoo Award, and on request of the parties to the dispute the Board established the following basis in these offices:

	Basic Rate, per month.	McAdoo Award, per month.
Vancouver Office—		
30 per cent	$100.00	$131.75
30 per cent	94.00	126.75
30 per cent	88.00	121.75
10 per cent	Optional.	
Toronto Office—		
30 per cent	90.00	123.25
30 per cent	84.00	117.60
20 per cent	78.00	109.98
20 per cent	Optional.	

A minimum rate of $85 per month shall be paid to Morse telegraphers in all percentage offices in both East and West.

The agreement is effective from May 1, 1918, to continue for one year in so far as it applies to wages. In its pertinence to rules, the agreement shall become effective October 1, 1918, and shall continue in effect both as to wages and rules until a date not later than April 30, 1919, subject to termination thereafter upon service of 30 days' notice by either party. The special overtime provisions under this award will be effective as of October 1, 1918. Overtime hours worked between May 1 and September 30, 1918, will be paid for at the increased rates on the basis of rules heretofore in effect.

INDUSTRIAL AND SOCIAL CONDITIONS IN GREAT BRITAIN IN RELATION TO EDUCATION

A COMMITTEE under the chairmanship of the Master of Balliol has been appointed by the Ministry of Reconstruction "to consider the provision for, and possibilities of, adult education (other than technical or vocational) in Great Britain, and to make recommendations." An interim report* recently issued briefly reviews the present situation in Great Britain with regard to this matter, and discusses the relation of industrial and social conditions to adult education. It is pointed out that there is a wide and growing demand among adults for education of a non-vocational character, arising from the desire for knowledge, for self-expression, for the satisfaction of intellectual, aesthetic and spiritual needs, and for a fuller life. The opinion is expressed that democracy can only be operative through an educated community, and facilities for adult education must be regarded as permanently essential, whatever developments there may be in the education of children and adolescents.

While for many years a number of agencies have been at work in this field, it is stated that since the opening of the present century the development of adult education has been most marked. University Extension Lecture courses, dating from 1873, are now part of the extra-mural work of most universities, and are attended every year by many thousands of people. Valuable work has been done by the Gilchrist Educational Trust, which expended nearly £40,000 from 1868 to 1909 on lectures to working men and women in various parts of Great Britain and Ireland. The adult school movement dates back to the end of the eighteenth century, although the modern movement really began in 1845. At the outbreak of the war the number of adult schools in existence was 1,883, with a membership of over 80,000 men and women. In 1903, the Workers' Educational Association was founded by a small group of trade unionists and co-operators to arouse and satisfy the desire for education among working men and women. According to its annual report issued in July, 1917, it had 186 branches in England and four in Scotland, comprising 2,333 affiliated societies and 10,700 individual members apart from those belonging to the affiliated societies. As a direct result of this organization the university tutorial class movement originated in 1907. The University of Oxford was the first to set up a joint committee consisting of an equal number of representatives of the University and of working class organizations to arrange for the provision of tutorial classes. These classes consist of not more than 32 men and women each, and are mainly working people. They are pledged to undertake a three years' course of study which "must aim at reaching within the limits of the subject covered the standard of university work in Honours." The classes are conducted by tutors approved by the university joint committees, and are reported on and inspected by the Board of Education and the universities. The subjects studied include general and industrial history, economics, political science, philosophy, biology, and literature. This movement rapidly grew, and every university and university college

*Interim Report of the Committee on Adult Education. Industrial and Social Conditions in Relation to Adult Education. 1918. 32 pp.

in England and Wales has participated in the work. In 1914, there were 152 classes in operation, containing 3,110 students. The war reduced the number of classes to 99 in the winter of 1916-17, but last winter the number rose to 121. Among other institutions and agencies for adult education that are mentioned are Ruskin College in Oxford and the Labour College in London, which provide residential courses to fit workingmen to take an active part in their trade union and other organizations, and education committees of co-operative societies, which provide instruction in co-operation, industrial history, citizenship, and economics.

These movements indicate a widespread desire for education among the working classes, but evidence obtained by the committee showed that the prevailing industrial and social conditions hindered employees to a large degree from availing themselves of opportunities for education to which, in the opinion of the committee, they are morally entitled. The following recommendations for the improvement of these conditions were made on educational grounds:

(a) That there should be a general shortening by law of the normal working day, and that, subject to qualifications in the case of certain industries, such as agriculture, it should not be more than eight hours.

(b) That in heavy and exhausting kinds of work, and work accompanied by special disabilities, the maximum legal working day should be shorter than the normal; and that heavy and exhausting occupations should be specially regulated, and wherever possible mechanical devices introduced.

(c) That overtime should be more closely regulated by law and reduced to a minimum.

(d) That where "shift" work continues, the hours should be reduced below those of a normal working day; and that, except where it is absolutely essential, regular night-work, whether periodical or continuous, should be prohibited by law.

(e) That efforts should be made to meet the evil effects of monotonous labour by alternating forms of employment, by creating opportunities for the exercise of initiative, and by establishing works committees for the consideration of matters affecting workshop life.

(f) That steps should be taken to guarantee to the worker some reasonable security of livelihood, either by such a reorganization of industry as may prevent or minimize fluctuations in the volume of production, or, where that is impossible, by some extension of the principle of insurance, which would protect the wage-earner against the ruinous effects of such fluctuations as cannot be prevented.

(g) That wage-earners should be entitled by law to an annual holiday, with pay; and that the weekly half-holiday should be extended by law to the worker in agriculture.

(h) That the preparation of schemes of housing and town-planning should be accelerated; that such schemes should be drawn up in consultation with the best expert advice available, and in co-operation with representatives of the people for whom such schemes are intended; and that, particularly, representatives of women, who are the persons most concerned, should be included in the Housing and Town Planning, Public Health and other committees dealing with this question.

(i) That adequate washing facilities should be required to be provided in all places of employment where the nature of the work makes it desirable.

(j) That special consideration should be given to the peculiar problems of rural housing.

(k) That a village institute, or at least a hall, should be established in every village under public control.

PRESIDENTIAL ACTION TO ENFORCE RULINGS OF THE WAR LABOUR BOARD

THE principles and functions of the War Labour Board of the United States have been reviewed in previous issues of the Labour Gazette* and it is therefore unnecessary to recapitulate them here. It will be sufficient to recall that the Board is composed equally of accredited representatives of capital and labour; and that hitherto in practically every instance its decisions have been obeyed by employers and workers alike. It comes as a surprise, therefore, and in the interests of industrial peace it is very much to be regretted, that it should now become necessary for the President of the United States to assert his authority in two instances to enforce the rulings of the Board—one of these instances being in the case of "recalcitrant" employers, and the other of "lawless and faithless" workers. In both cases the contending parties had agreed beforehand to be bound by the decisions of the Board.

A recent decision of the War Labour Board in the dispute between the Smith and Wesson Company, small arms manufacturers, of Springfield, Mass., and their employees, contained a recommendation that the company discontinue for the duration of the war its practice of compelling employees to sign "individual contracts," one clause of which binds the employee not to join any trade union. The Board in its ruling did not pass upon the validity or otherwise of these individual contracts, but urged merely that in the interests of industrial peace they should be discontinued during the war. The company in refusing to abide by the decision stated that it saw no reason why it should abandon a legitimate method of employment and one that has contributed to industrial peace and high efficiency in its plant "for the fantastic method outlined by the War Labour Board in its recommendation for dealing with its employees."

In order to nullify the undermining effect that this ill-judged criticism would otherwise have upon the authority of the War Labour Board, President Wilson immediately ordered the War Department to take over the plant and business of the Smith and Wesson Company at Springfield, Mass., for the duration of the war and to place an officer of the Ordnance Department in charge of all its further operations.

The other instance where presidential action became necessary occurred in various munitions plants at Bridgeport, Conn., shortly after that at Springfield, Mass. It has already been mentioned in a previous article (see August, 1918, issue, p. 620) that the munition companies of Bridgeport had, in agreement with their employees, asked the War Labour Board to investigate the whole system of industrial relations in the district and to make rulings thereon. The members of the Board, however, were unable to agree upon the findings, so an umpire was selected to decide the points in dispute, whose decision was adopted as the decision of the whole Board.

This decision granted wage increases to all the workers receiving less than 78 cents per hour, and established a minimum wage of 42 cents per hour for all male workers, skilled and unskilled, of 21 years of age or over, and a minimum wage of 32 cents per hour for all female workers 18 years of age or over. The decision also established the basic eight hour day in all the manufacturing plants of Bridgeport, and maintained the right of workers to bargain collectively and to join trade unions, and provided that women performing the

*See issues of May, 1918, p. 365; and July, 1918, p. 530.

same work as men should receive equal pay. On the question of classification, which was one of the main demands of the workers and the major point of difference among the members of the Board, the umpire decided against changing the method now in operation on the ground that to suddenly order a complete readjustment of the prevailing working system would not be in the interest of the Government which is directly concerned in the output of the Bridgeport industries.

With regard to classification it was the demand of the workers in the machine shops that in the performance of their respective duties they be classified as toolmakers, machinists, specialists and machinists' helpers, and that minimum rates of pay be established for each of these classifications. Joint Chairman Walsh, in commenting upon the decision, said: "The fact that the umpire did not immediately put a minimum wage into effect with a definite classification for skilled mechanics ought to be acceptable to all sides in view of the fact that provision is made for committees of the employers and employees of Bridgeport, democratically selected to take up all grievances, including the rates of pay and the classification of the employees, . . . and in case of a disagreement the right of speedy reference to a decision by the National War Labour Board." The machinists, however, refused to abide by the decisions of the Board, and after informing the President of the United States of their intention, went out on strike. The President, thereupon, in a letter to the machinists, outlined the course of action that would have to be taken if the strike were persisted in. In the course of his letter he says:

. . . With the approval of the national officers of your union, you signed an agreement to submit the questions as to the terms of your employment to the National War Labour Board, and to abide by the award, which in accordance with the rules of procedure approved by me, might be made.

The members of the Board were not able to reach a unanimous conclusion on all the issues presented, and, as provided in its constitution, the questions upon which they did not agree were carried before an arbitrator, the unanimous choice of the members of the Board.

The arbitrator thus chosen has made an award which more than 90 per cent of the workers affected accept. You who constitute less than 10 per cent refuse to abide by the award, although you are the best paid of the whole body of workers affected, and are, therefore, least entitled to press a further increase of wages because of the high cost of living. But, whatever the merits of the issue, it is closed by the award. Your strike against it is a breach of faith calculated to reflect on the sincerity of national organized labour in proclaiming its acceptance of the principles and machinery of the National War Labour Board.

If such disregard of the solemn adjudication of a tribunal to which both parties submitted their claims be temporized with, agreements become mere scraps of paper. If errors creep into awards, the proper remedy is submission to the award with an application for re-hearing to the tribunal. But to strike against the award is disloyalty and dishonour.

The Smith & Wesson Company, of Springfield, Mass., engaged in Government work, has refused to accept the mediation of the National War Labour Board, and has flaunted its rules of decision approved by presidential proclamation. With my consent the War Department has taken over the plant and business of the company to secure continuity in production and to prevent industrial disturbance.

It is of the highest importance to secure compliance with reasonable rules and procedure for the settlement of industrial disputes. Having exercised a drastic remedy with recalcitrant employers, it is my duty to use means equally adapted to the end with lawless and faithless employees.

Therefore, I desire that you return to work and abide by the award. If you refuse, each of you will be barred from employment in any war industry in the community in which the strike occurs for a period of one year. During that time the United States Employment Service will decline to obtain employment for you in any war industry elsewhere in the United States, as well as under the War and Navy Departments, the Shipping Board, the Railroad Administration, and all other Government agencies, and the draft boards will be instructed to reject any claim of exemption based on your alleged usefulness on war production.

This letter had the desired effect: the workmen called a meeting and voted to return to work. It was reported, however, that the employers, in many cases, refused to reinstate them; whereupon the President wrote another letter, this time to the employers, in which he said:

On the thirteenth instant, I communicated with the workmen engaged in the strike, demanding that they accept the decision of the arbitrator and return to work, and stated the penalties which would be imposed if they refused to do so. The men at a meeting voted to return to work this morning, but I am informed by their representative that the manufacturers refuse to reinstate their former employees. In view of the fact that the workmen have so promptly complied with my directions, I must insist upon the reinstatement of all these men.

SUGGESTED CONSTITUTION AND FUNCTIONS OF A JOINT INDUSTRIAL COUNCIL

FOLLOWING the publication of the "Whitley Reports" and the adoption of the recommendations made therein as to the formation of Joint Standing Industrial Councils (which were fully discussed in the September issue of the Gazette), the British Ministry of Labour has issued a pamphlet (H.Q. 7A.) giving suggestions as to the constitution and functions of such councils. It may be stated that already a considerable number of trades have made draft constitutions based upon the recommendations contained in the pamphlet. The full text of the suggestions as to the constitution and functions of these councils is as follows:

The Whitley report on joint standing industrial councils, in discussing the constitution and functions of such councils, recommended that it should be left to the trades themselves to constitute schemes suitable to their special circumstances. The object of the following memorandum is not to lay down any hard and fast rules as to the constitution and functions of an industrial council, but to put forward certain suggestions which may serve as a basis for discussion and help in concentrating attention upon some outstanding points in the relations of employers and workpeople which must be taken into consideration in the actual formation of a council. Many of the clauses which follow are drawn from constitutions already drafted.

In a letter sent out by the Minister of Labour to the chief associations of employers and workpeople on October 20, 1917, the Minister announced that "the Government desire it to be understood that the councils will be recognized as the official standing consultative committees to the Government on all future questions affecting the industries which they represent, and that they will be the normal channel through which the opinion and experience of an industry will be sought on all questions with which the industry is concerned." In order to secure such official recognition the Minister of Labour will require to be satisfied that the composition of the joint industrial council is such that it will be regarded by the industry as being truly representative of the industry. The associations of employers and workpeople in any given industry should therefore, either directly or through a joint committee, if such a body has been established by them to carry out the necessary preliminary negotiations, send in to the Ministry of Labour an application for official recognition at some time during the negotiations and before the council is actually formed.

Functions of a Joint Industrial Council

1. To secure the largest possible measure of joint action between employers and workpeople for the development of the industry as a part of national life and for the improvement of the conditions of all engaged in that industry.

It will be open to the council to take any action that falls within the scope of this general definition. Among its more specific objects will be the following:

Note.—It is not possible and it is not the intention of the Minister to suggest any hard and fast policy as to what should constitute the functions of an industrial council. This is a question which the employers and workpeople in each industry must settle for themselves in their preliminary conferences in the light of their special needs and conditions.

2. Regular consideration of wages, hours, and working conditions in the industry as a whole.

Note.—In some cases a joint industrial council will contain representatives of a number of trades which have been accustomed in the past to deal with such questions as wages, hours, etc., through their already existing organizations. To meet such cases the following clause has been inserted in one of the draft constitutions: "Provided, that where any such matters have in the past been dealt with separately by any organization, such matters shall not be dealt with by the council as far as that organization is concerned without the consent of the representatives of that organization."

3. The consideration of measures for regularizing production and employment.

4. The consideration of the existing machinery for the settlement of differences between different parties and sections in the industry, and the establishment of machinery for this purpose where it does not already exist, with the object of securing the speedy settlement of difficulties.

5. The collection of statistics and information on matters appertaining to the industry.

6. The encouragement of the study of processes and design and of research, with a view to perfecting the products of the industry.

7. The provision of facilities for the full consideration and utilization of inventions and any improvement in machinery or method, and for the adequate safeguarding of the rights of the designers of such improvements, and to secure that such improvement in method or invention shall give to each party an equitable share of the benefits financially or otherwise arising therefrom.

8. Inquiries into special problems of the industry, including the comparative study of the organization and methods of the industry in this and other countries, and, where desirable, the publication of reports.

9. The improvement of the health conditions obtaining in the industry, and the provision of special treatment where necessary for workers in the industry.

10. The supervision of entry into, and training for, the industry, and co-operation with the educational authorities in arranging education in all its branches for the industry.

11. The issue to the press of authoritative statements upon matters affecting the industry of general interest to the community.

12. Representation of the needs and opinions of the industry to the Government, Government departments, and other authorities.

13. The consideration of any other matters that may be referred to it by the Government or any Government department.

14. The consideration of the proposals for district councils and works committees put forward in the Whitley report, having regard in each case to any such organizations as may already be in existence.

Note.—The following have also been included among the functions in some of the provisional constitutions which have been brought to the notice of the Ministry of Labour:

1. The consideration of measures for securing the inclusion of all employees and workpeople in their respective associations.

2. The arrangement of lectures and the holding of conferences on subjects of general interest to the industry.

3. Co-operation with the joint industrial councils for other industries to deal with problems of common interest.

The Constitution of a Joint Industrial Council

1. Membership.

The council shall consist of members, appointed as to one half by associations of employers and as to the other half by trade unions.

Associations of employers:

	Number of representatives.
(1).....	.....
(2).....	.....
(3).....	.....
etc.	
Total.....	.....

Trade unions:

(1).....	.....
(2).....	.....
(3).....	.....
etc.	
Total.....	.....

2. Re-appointment.

The representatives of the said associations and unions shall retire annually, and shall be eligible for re-appointment by their respective associations and unions. Casual vacancies shall be filled by the association concerned, which shall appoint a member to sit until the end of the current year.

3. Committees.

The council may delegate special powers to any committee it appoints.

The council shall appoint an executive committee and may appoint such other standing or sectional committee as may be necessary. It shall also have the power to appoint other committees for special purposes. The reports of all committees shall be submitted to the council for confirmation except where special powers have been delegated to a committee.

4. Co-opted Members.

The council shall have the power of appointing on committees or allowing committees to co-opt such persons of special knowledge not being members of the council as may serve the

special purposes of the council, provided that so far as the executive committee is concerned: (a) the two sides of the council shall be equally represented, and (b) any appointed or co-opted members shall serve only in a consultative capacity.

Note.—It is desirable to take power to appoint representatives of scientific, technical, and commercial associations upon committees and sub-committees of the council, and the above clause would give this power.

5. Officers.

The officers shall consist of a chairman or chairmen, a vice-chairman, a treasurer, and a secretary or secretaries.

1. The chairman:

Note.—The Whitley report suggests that the appointment of a chairman or chairmen should be left to the council, who may decide that there should be: (1) a chairman for each side of the council, (2) a chairman and vice-chairman selected from the members of the council (one from each side of the council), (3) a chairman chosen by the council from independent persons outside the industry, or (4) a chairman nominated by such persons or authority as the council may determine, or, failing agreement, by the Government.

2. Secretary:

The council shall be empowered to maintain a secretary or secretaries and such clerical staff as it may think fit.

All honourary officers shall be elected by the council for a term of one year.

6. Meetings of the Council.

The ordinary meetings of the council shall be held as often as necessary and not less than once a quarter. The meeting in the month of shall be the annual meeting. A special meeting of the council shall be called within days of the receipt of a requisition from any of the constituent associations or from the executive committee. The matters to be discussed at such meetings shall be stated upon the notice summoning the meeting.

7. Voting.

The voting both in council and in committees shall be by show of hands or otherwise as the council may determine. No resolution shall be regarded as carried unless it has been approved by a majority of the members present on each side of the council.

8. Quorum.

The quorum shall be members on each side of the council.

9. Finance.

The expenses of the council shall be met by the associations and trade unions represented.

10. Relation of a Joint Industrial Council to the Government.

It is desirable that there should be intimate and continuous touch between the industrial councils and the various Government departments interested, not only to secure prompt attention from the right officials, but also to obtain information as to what other councils are doing. To meet this need, the Ministry of Labour has, at the request of the Government, set up a special section dealing with industrial councils.

Where any industrial council so desires, a civil servant with the necessary experience will be assigned the duties of liaison officer by the Ministry of Labour. He will act only as and when required and in a purely advisory and consultative capacity, and will be available when desired for any meetings of the council.

By this means similarity of method and continuity of policy in the various industrial councils will be assured, and the experience and proposals of one council will be available for all the others.

11. District Councils and Works Committees.

It will be necessary for the council when formed to consider the necessary arrangements for district councils and works committees if the conditions of the industry are such as to require them. Obviously existing local conditions and existing organizations will have to be taken into account and the variety of such conditions make it difficult to suggest any draft constitution which would be of value. The Ministry of Labour will, however, be glad to supply examples of existing schemes and other information at their disposal.*

*The report of an inquiry into works committees made by the Ministry of Labour and published as "Industrial Reports No. 2" was reviewed on pp. 744 of the September issue of the Labour Gazette.

TENTH ANNUAL CONVENTION OF THE CANADIAN FEDERATION OF LABOUR

THE tenth annual convention of the Canadian Federation of Labour was held at Toronto on September 3-6, and was attended by 16 delegates, representing various local unions affiliated with the Federation.

In his address, the president, Mr. Charles G. Pepper, asked the affiliated local unions to adopt every means provided by law for settling disputes, pointing out that the Federation had always believed in conciliation and arbitration. In commenting on the increased prices of foodstuffs, he noted that many workingmen are providing food for their families by cultivating vacant lots, but in the case of such articles as flour and sugar, which cannot be produced by the individual, he said they should urge upon the Dominion Government the necessity of bringing them under their immediate control. Reference was made to the growth of the idea of municipal control of public utilities, a principle which has been repeatedly endorsed by the Federation.

The following resolutions were adopted by the convention:

That the Provincial Governments be requested to provide such regulations as are necessary to facilitate the entrance of deserving poor to public hospitals.

That this convention request the Federal Government to pass legislation enforcing weekly pay in all factories and workshops.

That all enemy aliens be interned or given the privilege of working for $1.10 a day with subsistence allowance, the difference between this amount and their earning capacity to be devoted to soldiers' dependants.

That this convention request the Dominion Government to pass legislation enforcing eight hours a day for the workers.

It was decided to place an organizer in the field for the Federation, the executive officers having the power to take this step.

The following officers were elected for the ensuing year: President, James Higgins, Toronto; vice-president, Jabez Shaw, Toronto; secretary-treasurer, Charles E. Clay, 164 Grange avenue, Toronto; executive officers, William Chambers and William Harrison, Toronto; vice-president for Ontario, R. Sullivan, Toronto; vice-president for Quebec, George Marois, Quebec City.

REPORT OF PROCEEDINGS OF THE THIRTY-FOURTH ANNUAL CONVENTION OF THE TRADES AND LABOUR CONGRESS OF CANADA

THE thirty-fourth annual convention of the Trades and Labour Congress of Canada was held in the city of Quebec, Que., the sessions continuing from September 16th to 21st. The opening proceedings were preceded by a parade of the delegates through some of the principal streets to the Knights of Columbus Hall, where the sessions were held. The president of the Federated Trades and Labour Council of Quebec and Levis, Mr. M. J. Walsh, welcomed the delegates on behalf of organized labour of the district, while His Worhsip Mayor H. E. Lavigueur extended a welcome on behalf of the municipality, and the premier of the province, Sir Lomer Gouin, did similarly for the province. Hon. Alex. Taschereau, Provincial Minister of Public Works and Labour, and Mr. Stuart A. Hayward, of Buffalo, N.Y., fraternal delegate from the American Federation of Labour, also contributed to the opening proceedings.

Mr. J. C. Watters, president of the Congress, replied to the various addresses, thanking the representatives for the welcome extended, and declared the convention open. The first business was the report of the Credential Committee, which had been previously appointed by the Executive Council. The report, which was adopted, showed that credentials had been received for 440 delegates, the largest number in the history of the Congress. The representation was divided as follows: Forty-one international organizations which have affiliated all of their Canadian members were represented by one delegate each; one provincial federation had one delegate; 25 trades and labour councils were represented by 43 delegates, and 253 local branch unions had 351 delegates. The British Trades Union Congress, the American Federation of Labour and the Women's Trade Union League were represented by fraternal delegates. A representative of the Women's Labour League of Winnipeg was also accepted as a fraternal delegate.

REPORTS PRESENTED

Under this heading follows a synopsis of the reports submitted to the convention by the Executive Council, parliamentary representative, provincial convention committees, provincial federation of labour, fraternal delegate, immigration representative and secretary-treasurer.

REPORT OF THE EXECUTIVE COUNCIL.

The report of the executive council opened with a reference to the increased trade union membership in Canada and the disbursements which had been made by international organizations on account of benefits to members. The increased strength of labour organizations had enabled them to make a more effective stand for increased wages. Through the medium of the Industrial Disputes Investigation Act many disputes had been settled without resort to strikes, but in some instances it had been necessary to call strikes to enforce the demands. Reference was also made to the formation of the Independent Labour Party in the various provinces and to the appointment of labour representatives on commissions established by the Government, as well as to the necessity of women workers being enrolled in the ranks of organized labour.

Conference on War Problems. — Under this caption the executive council reported on a conference of labour representatives and members of the Government, which had been held early in the year. A number of important war problems had been considered, and as a result the following circular was issued and forwarded to the local labour bodies in Canada:

To Organized Labour in Canada:

This pamphlet is issued for the information of your organization, outlining the results of Conferences called by the Government and held between them and representatives of organized Labour of Canada.

The Government of this country having realized that no measures can be successful without the co-operation of the workers, and also that to obtain that expression of true co-operation it must recognize the organizations of the workers as only tangible means of expression. The methods of conference of all other allied countries in dealing with organized Labour representatives may have some bearing on their changed attitude or it may be other reasons, but we are not concerned for the purpose of this circular as to what has brought about the change. Their attitude is now one of co-operation with the organized Labour movement and, by tolerance on both sides, it is hoped that such co-operation will expand to its fullest degree.

With this introduction we submit in very condensed form the final decisions of three joint meetings with the War Cabinet of the Government, occupying over seven hours, at which free interchange of expression took place, and 14 private meetings of over 50 Labour representatives of different trades, from all parts of the Dominion. Although these delegates had no official instructions on any of the matters from their respective organizations, yet their official standing, and years of experience and observation, must be taken into account, and we therefore feel no hesitation in placing these findings before you as in no way a careless conclusion, but one arrived at in the full expectation that it represents the attitude of the members of organized Labour in this country.

The subjects dealt with are tabulated in condensed form as follows, with the additions of such comments as seemed advisable by the conference:

1. The acceptance of any position in the Union Government which would carry with it the necessity of subscribing to the platform of this or any other political Government, was not deemed advisable, and the conference so informed the Government in reply to their statement that it was their intention to create a position of Under Secretary of Labour, who would of necessity have to be a Member of the House of Commons, and accept a Government seat to obtain that position.

It was made plain that this decision did not prevent any member of organized Labour from accepting such a position, as an individual, but that organized Labour, as a body, could not tie itself to subscribe to any political party.

2. The Government agreed to our representations that on all advisory committees and commissions which would have to do with the prosecution of the war, or the reconstruction period after the war, and in which Labour was affected, that organized Labour should be given fair representation.

We further emphasized this at our last meeting with the Government by defining that such representatives, to be satisfactory to organized Labour, must be such as are recommended or acceptable to the recognized heads of our movement, or where the boards are of a strictly local character then acceptable to the local Trades Council, where such exists, or the organized movement in such district.

3. The Government were pressed to define what were in their opinion essential or non-essential industries for the carrying on of the war, and replied they were not in a position to say, as the question was now under investigation, reasonably claiming that this would necessarily have to be decided according to developments in the war.

In order that the least possible hardship may be done to any workers employed in any industry that may in the future be classed as non-essential, the conference asked the Government to arrange time for the organizations affected to place their views before them, before final action was taken.

4. The railroad labour problem had to be dealt with. We submitted three alternative proposals to the Government. First, the nationalization of all railroads, and their operation for the good of the Country instead of for private enrichment. The representatives of three of the Railroad Brotherhoods recorded themselves as opposed to this, on definite instructions from their membership, the chief reasons advanced being the bad conditions of employment insisted upon on present Government owned roads, and lack of protection through not applying compensation laws the same as when the roads are under private ownership. The movement as represented by the organizations affiliated with the Trades and Labour Congress of Canada disagrees, claiming that it is purely a matter of administration, and in no way affects the principle. As the three railway organizations are amongst the trades primarily affected, due consideration should be given to their views.

5. An alternative proposal (failing the taking over of the entire railway systems of the country by the Government), is the creation of a central control board to operate the railways during the war, and on which board Labour shall be fully and fairly represented.

A third alternative is the compelling of the companies (because of their public endowment in the past), to raise the wages of all necessary labour to a living standard. By one of these methods we are sure that the labour difficulties of the railways may be solved.

On none of the above have the Gov rnment committed themselves, simply stating that the subject was so large that they would require a longer time to reach their final conclusions.

5. On suggestion of the Government, the representatives of the Agricultural Departments of the various Provincial Governments and also the Superintendents of the Labour Bureaus of these Governments, who were meeting in Ottawa concurrently, submitted to us a memorandum which embodied their suggestions to the Government. Following out the suggestions of the Government they placed before us their recommendations for our consideration. Our conclusions were as follows, which we later submitted to the Government:

(a) With their proposal for the abolition of private employment bureaus and the addition to and encouragement of Provincial and Municipal Employment Agencies, also the creation of a Dominion Exchange for the tabulation of statistics and the standardization of such Bureaus, we agreed: Subject (1) The control to be regulated by advisory boards, on which Labour should have equal representation; (2) the acceptance to be finally judged by the nature of the regulations to be drawn up governing the same for the protection of Labour.

(b) Regarding the proposal that reduced railway rates be granted to all labourers travelling on all railways in Canada, to employment away from home: the conference went further than acceptance of this, and suggested to the Government free railway transportation to all labourers going from cities to farms or from farm to farm as evidence was submitted showing that a large percentage of the aggregate wages received for temporary service on farms was taken to cover transportation charges, preventing many workers assisting in farm production.

(c) We agreed to their proposition of exemption from compulsory Military Service of all farm help, as this is in line with our previous declaration on this subject.

(d) A proposal from the Provincial Government representatives to introduce a form of Compulsory Service on the farms was unanimously rejected. The conference substituted a proposition of a campaign of publicity, in which the hours, wages, and working conditions which the Government would guarantee for such work would be stated along with accurate information as to actual labour requirements. These conditions to be fixed by local wage boards, on which Labour, Farmers, and the Provincial Government Employment Bureaus would all be fairly represented.

The Government has these suggestions under consideration, and while some of the members of the Government expressed themselves as holding the opinion that any form of conscripted farm labour would be impracticable, no official pronouncement was made on this matter.

We also opposed a suggested amendment to the Criminal Code, to treat as a vagrant any man deliberately unemployed for a period of time. The Government agreed to our objection as it is impossible to define unemployment and would lead to many abuses.

(e) We also agreed to the use, temporarily, of teen age boys, during Summer Holidays, etc., and the undertaking of a full publicity campaign for the help required. The proposal to introduce farm help from the United States also received our support as it would be inconsistent with our international position to do otherwise.

6. On the subject of Labour shortage and the redistribution of same the Conference agreed that some steps were necessary to obtain accurate information as to the number of persons in Canada with experience at various trades or callings. This would serve the purpose of accurately answering by reliable statistics the oft repeated assertion of the Labour shortage. There was general agreement among the delegates that up to the present such shortage does not exist. It is simply faulty distribution of the same.

The Government suggestions to obtain compulsory registration of the man and woman-power of this Dominion, and to use the same for the purpose of securing a measure of voluntary enlistment, for essential industries and farming, was accepted, having in view the national necessity and the urgency of the situation as placed before us. Our acceptance, however, was contingent on Labour being fully represented on the committees dealing with this question, and the use of such Labour being for voluntary industrial service.

7. Alien Labour and its exploitation by private interests occupied our attention and we placed before the Government our protests against any man, alien or otherwise, being allowed to work under private employment, unless he is granted the full industrial freedom of a citizen of Canada. We disagree with the principle of any deduction from his wages under any guise, as it would inevitably lead to the lowering of the present standards of living of Canadian citizens.

Aliens not fit to be at large under the above conditions should be placed at work under Government detention, clearing lands, and producing farm produce on Government owned, and operated farms.

8. We drew the attention of the Government to the popular discontent against men of military age of Allied Nations being left to take the place of our citizens, called up for Military Service, and in order to establish equality of service, as far as is consistent for the safety of the country, left the Government to take such steps as may be possible with the Governments of the Allied Nations, to secure such equality.

9. The limitation and prevention of brewing of light beers in this country were objected to. Strong divergent opinions on the temperance question are known to exist in our ranks, and therefore the subject was dealt with on the broad basis as to whether it was really necessary for the continuance and the winning of the war to prohibit such light beers, and not from the point of view as to the merits or demerits of beer as an ordinary beverage.

The conference decided that inasmuch as some men considered it a necessity, and it did not need any food grains to produce, and that it might possibly prevent some men from freely changing their place of employment, that it was an unnecessary interference with the workers, and asked for the reconsideration of the Order-in-Council dealing with this as a war measure.

10. The introduction of Chinese labour was emphatically opposed, the Conference endorsing the stand that we can and must win the war without the destruction of the national standards at home which the introduction of Coolie labour would inevitably lead to, or otherwise victory would be a barren one so far as democracy is concerned.

11. We called upon the Government for the protection of women who enter industries to replace men, and suggested that they should only be placed there after full investigation had proven that all available man power had been absorbed. That full inspection of working conditions should be carried on at all times, also reports by women inspectors, in conjunction with representatives of men's organizations, as to the advisability of women undertaking any class of work (with the view of their responsibility towards the nation, as the mothers of our future citizens), should be a contingent condition of their employment in any industry.

12. Equal pay for women employed on work usually done by men, as men are receiving or were previously receiving for the same work. will be insisted upon, and the Government asked to make a declaration to that effect, and also to guarantee the right of women to protect themselves through trade unions the same as men.

13. Political equality for women should accompany the industrial use of women, so that through the ballot box the women can express their opinion of the treatment they may receive.

14. A revision by the Government of their land policy was asked, and the expropriation by them of lands held for speculative purposes and the necessary legislation to enable many to return to the land as owners of small farms, near the shipping points, and thus to assist production.

15. A protest was also lodged against the reported closing of places of amusement, such as theatres, etc., which provide necessary relaxation to workers, and relatives of those overseas, during these depressing times.

16. Another resolution to ask the Government to include the registration of the wealth of the country, at the same time as the man power, was presented to the Government.

The Government announced that they had cabled to the Premier of Great Britain, Hon. David Lloyd George, that they were in com-

plete accord with the war aims of the British Government as stated by him, and assured the British Government of the full co-operation of this country to carry the war to a successful conclusion, in accord with his declarations.

The Government were fully informed in our memoranda to them that our expressions of opinion were only to be accepted as the individual opinions of the delegates, and would be in no way binding on the movement as a whole.

All of which is fraternally submitted on behalf of the delegates present at the conference.

J. C. Watters, Chairman,
Tom Moore, Secretary.

Annual Interview with the Government.—A report was given of the interview held on April 15, 1917, with the view of bringing to the attention of the Government legislation which was approved at the 1917 convention. The matters presented included (1) increased salaries for the letter carriers and an extension of the Saturday half-holiday during more months of the year, (2) old age pensions and pensions for widows and deserted wives, (3) labour representation on the commission dealing with the vocational training and industrial education of returned soldiers, (4) regulations of public eating places by the food controller and a request that a labour representative be appointed to the Food Board, (5) readmission of the paper known as the Jewish Forward, (6) asking for an amendment to prohibition legislation so as to permit the importation and exportation of beer with 2½ per cent of alcohol, (7) asking that the same rate of separation allowance, pensions, etc., as is paid to members of the Canadian overseas forces, be allowed to reservists in the allied armies who were resident in Canada at the outbreak of the war, (8) abolition of the Patriotic Fund, as now organized, and the raising of equivalent sums by direct taxation, (9) appointment of a labour representative on the Central Immigration Authority which it is proposed to establish, and also on the War Purchasing Commission and Canada Food Board, (10) fair wage schedules in all contracts for war supplies, (11) that election deposits be abolished and Federal election day be made a public holiday, (12) amendment to the criminal code to prevent the issuing of injunctions interfering with the right of strikers to picket, (13) proper registration of union labels, (14) enactment of an eight-hour law for all Government employees and employees working for contractors doing Government work or employed on work subsidized or assisted financially by the Government, (15) that Federal Government employees be covered by Workmen's Compensation Acts of the provinces in which they reside, (16) the enfranchisement of women and the extension of labour bureaus to assist in providing labour for the farms.

War.—In dealing with this subject the executive council makes reference to the former pronouncements and states: "While helping in every possible way the cause of the Allies, and doing all in our power to assist our own Dominion in the gigantic and patriotic work it has undertaken, we must not lose sight of the fact that new conditions have arisen which may materially affect our interests in the days that will follow the war." The executive reaffirmed the position of the Congress on the question of an international congress at the time and place to be indicated by the international diplomats for the establishment of peace terms when the war is over.

Conscription.—The executive council after referring to the attitude of the Congress on this subject says that after the pronouncement at the polls on December 17, 1917, conscription has ceased to be a live issue in Canada.

Delegate to American Federation of Labour.—The executive reported having appointed Mr. Thos. Moore, of Niagara Falls, as fraternal delegate to the American Federation of Labour owing to the change in convention date of this body, and no meeting of the Congress intervening.

International Peace Congress.—An invitation had been received by the executive from Hon. Arthur Henderson to attend the conference of representatives of the allied nations to consider the war aims adopted by the British Trade Union Congress and the British Labour Party. The invitation was carefully considered, and it was de-

cided that as the conference was not of an international character, the three delegates elected at the Ottawa convention were not empowered to attend. It was recommended that the decision of the previous convention to elect delegates to the peace congress stand as the decision of the Congress, provided such conference is endorsed by the British Trade Union Congress.

Government Ownership of Railways.—The executive endorsed the principle of the Government in the proposed nationalizing of the Canadian Northern Railway and Grand Trunk Railway, but stated that they also desired the Canadian Pacific Railway to be included in the railway corporations to come under Government ownership and control. It was recommended that a demand be made for labour representation on the commission appointed to operate these railways.

Government Ownership of Air Craft.—The executive suggested that the Government should be requested to appoint a commission to make an investigation into the possibilities of utilizing air craft for commercial purposes. It was stated that it would be folly on the part of the Government to take over the railways and leave the commerce of the air in private hands. It was therefore important that a declaration of policy from the Government should be demanded at an early date.

Soldiers' Pensions—The executive regretted that very little had been done in reference to increasing the pensions of soldiers. A slight increase had been made, but it was stated it was inadequate. It was recommended that a demand be made for an adjustment of pensions in conformity with the declaration of the Ottawa convention.

Industrial Disputes Investigation Act.—The executive reported that despite the fact that the Toronto Convention had decided that a demand be made for the repeal of the Industrial Disputes Investigation Act, there is an increased demand for the application of the provisions of this act by the labour organizations of the Dominion, and recent amendments have made the law more in harmony with the wishes of these bodies which insist upon utilizing its provisions in times of threatened industrial trouble. From reports published by the Department of Labour it is shown that a large number of settlements have been made, and in many cases satisfactorily to the organized workers. There being no indication that the law would be repealed, it was recommended that the executive be empowered to press for such amendments as may be deemed necessary to make the act more useful.

Organizing of Women Workers.—The executive reported the success which has been made in organizing the women workers in Great Britain and pointed out that of over 200,000 organized workers in Canada only about 4,000 are females. Some progress has recently been made in organizing the female workers in Canada, and the executive recommended that they be empowered to take up this matter with the international unions with the view of increasing the number of female members.

Independent Political Action.—The executive reported that considerable activity was being displayed by the workers of Canada in organizing provincial labour parties, the object being ultimately to form a national Canadian Labour Party. It was recommended that this work be continued until all provinces are thoroughly organized, and that a convention be called by the joint executive committees of the provincial parties at as early a date as practicable.

Technical Education.—The executive stated that: "Despite the repeated refusals of the Government to take any steps to grant financial assistance to the Provincial Governments to extend the system of industrial training and technical education, we again recommend that the need for such assistance be urged upon the Government." This assistance was considered necessary by the executive in view of new industries being established, and the prospects of many more at the close of the war.

Congress Headquarters.—The establishment of new headquarters in Ottawa was reported, and satisfaction was expressed at the convention being held in Quebec.

REPORT OF PRESIDENT AND PARLIAMENTARY REPRESENTATIVE.

The president, Mr. J. C. Watters, presented a report on matters which had engaged his attention during the year, among which were several which concerned some of the Government departments. He also reported (1) on his work in connection with the mine workers and steel workers of Nova Scotia, (2) the fuel problem, (3) strike of moulders at Toronto and Hamilton, and threatened strike of Great North Western telegraphers, (4) the demands of the letter carriers. The report contained mention of certain matters which had been before the last session of Parliament, and included (1) enfranchisement of women, (2) daylight saving, (3) titles, (4) workmen's compensation, (5) labour bureaus, (6) Industrial Disputes Investigation Act, (7) Civil Service Act, (8) income tax, (9) Winnipeg strike, (10) Pensions, (11) military service, (12) alien labour, (13) immigration and colonization, (14) soldier's civil re-establishment. A supplementary report of the president's trip to the Pacific coast was also submitted.

REPORTS OF THE PROVINCIAL CONVENTION COMMITTEES.

Ontario.—On January 28, 1918, the committee had met the Ontario cabinet and submitted the various matters referred to them for presentation to the Government: (1) respecting injunctions in trade disputes, (2) making it illegal to employ children under 16 years of age in any factory, (3) licensing of firemen operating steam boilers, (4) uniform blower laws in metal polishing factories, (5) apprenticeship for moving picture machine operators, (6) labour representative on Workmen's Compensation Board, (7) asking for union representation on the Board of License Examiners and that only qualified men be allowed to operate steam boilers of ten or more pounds pressure, (8) that all building trades employees, irrespective of who employs them, be covered by the Compensation Act, (9) rural credit to assist the settler of small means, (10) limiting the hours of labour of retail clerks to 53 per week, (11) war labour clauses prescribing standards of labour conditions to be included in treaty of peace, (12) fortnightly pay-day, (13) regulation of hours and a six-day work week for employees in eating houses, (14) against the making of clothes in the homes of the workers, (15) removal of wall coverings before redecorating any building, (16) appointment of inspector for over-head power wires, (17) to allow the use of 2½ per cent alcohol in temperance beer instead of 2½ per cent proof spirits, (18) abolition of property qualification for municipal office. The report contains correspondence giving the reply of the premier, Sir Wm. Hearst, to the various matters submitted telling how far the Government was prepared to meet them. The committee also reported on the call for a convention for political purposes, and the formation on March 29, 1918, of the Ontario Section of the Canadian Labour Party.

Quebec.—The committee reported that at a convention held on November 3-4, 1917, a labour party had been formed as the Labour Party of Canada, Province of Quebec Section. On December 20, 1917, the committee had met the Provincial cabinet and presented the following matters for consideration: (1) Agricultural credit, (2) protection of workers' salaries in case of bankruptcy, (3) allowing cooks a rest of 24 consecutive hours weekly, (4) preventing the manufacture of garments in the homes of the workers, (5) removing wall coverings before redecorating, (6) free technical schools, (7) abolition of taxes on workmen who do not reside in the locality in which they are employed, (8) free and compulsory education in the elementary grades, (9) inspection of factories, and inspectors' salaries, (10) for inquiry into the working of the Workmen's Compensation Act, (11) against the invoking of injunctions in

labour difficulties. The demand for a rest day for cooks had been acceded to. The request for inquiry into the Workmen's Compensation Act had not been granted, but certain amendments had been made. It was also reported that some progress had been made in the organizing of labour unions.

Nova Scotia.—The committee reported that an amendment had been made to the Workmen's Compensation Act which would have the effect of affording relief to those who were in greatest need of assistance. In reference to the explosion which occurred in Halifax on December 6, 1917, it was stated that 2,000 people were killed and 5,000 injured, included in which were hundreds of members of trade unions. A large increase was reported in the trade union membership of the province.

Manitoba.—On February 7, 1918, the committee had interviewed the cabinet Ministers and presented the following matters: (1) that the polls in elections in industrial centres remain open until 8 p.m. (2) anti-injunction law, (3) protection of open salamanders in buildings under construction or repairs, (4) transfer of jurisdiction over moving picture machine operators from the Provincial Treasurer's Department to the Bureau of Labour, (5) amendment to the War Relief Act, (6) official inspection of certain engineering plants, (7) free text books, (8) abolition of election deposit, (9) minimum wage law, (10) amendments to Workmen's Compensation Act, (a) state insurance, (b) commission of three. The formation of a labour party for the province was reported, as was also the launching of a new labour paper. Reference was made to the strikes which had been inaugurated in Winnipeg and the new labour unions which had been formed and had affiliated with the Trades and Labour Council. Demands Nos. 3, 4 and 6 were acceded to by the Legislature; No. 9 was met by the appointment of a commission to deal with the minimum wage matters, and a commission of three was appointed to deal with workmen's compensation.

Saskatchewan.—On November 6, 1917, the committee presented the following matters to the provincial Ministers: (1) amendments to the Factories Act, (2) more rigid application of the various protective measures now in force, (3) minimum wage for women workers, (4) abolition of poll tax and raising the income tax minimum to $1,800, (5) free medical and dental attention for school children and extension of the system of free education to the furnishing of all school supplies, (6) protesting against street cars being operated by one man, (7) pensions for mothers. The formation, on November 9, 1917, of the Labour Party of Saskatchewan was reported. The committee further stated that there had been few labour disputes, better working conditions in most cases having been secured without strikes.

PROVINCIAL FEDERATIONS OF LABOUR

New Brunswick.—The report submitted by the New Brunswick Federation of Labour showed that considerable activity had been manifested during the year. Many requests for legislation in the interests of the workers had been made to the Provincial Government. A workmen's compensation act and a law respecting public health had been passed by the Legislature, as well as other enactments of more or less interest to labour.

Alberta.—The Alberta Federation presented a report dealing with the matters which had been laid before the Provincial Government for attention, and the action thereon. A compensation act had been passed and the Coal Mines Act had been amended. Other legislation adopted included an amendment to the Factories Act and the passage of a law governing the operation of boilers. The Federation was not in favour of the policy of the Military Hospitals Commission sending returned soldiers to workshops and factories for vocational training, and recommended that the Government appoint a commission to inquire into the best method of extending vocational training. A number of new trade unions had been organized,

and increased wages and improved working conditions had been secured by a large number of the affiliated unions.

British Columbia.—The report from this federation gave a list of the legislative proposals which had been presented to the Provincial Government in March, 1917. Of the various demands submitted some had been acceded to, viz.: eight-hour day and better protection for men employed in the metalliferous mining industry, eight-hour day for all workers around coal mines, appointment of a commission to fix a minimum wage for women workers, and for the protection of printers by abolishing the use of basements as printing offices. The federation had appointed a committee to deal with the question of the returned soldiers and was considering the matter of vocational training. The formation of the Federated Labour Party was also reported.

REPORTS OF FRATERNAL DELEGATES

Mr. Wm. Lodge, of Ottawa, Ont., who was the fraternal delegate to the 37th annual convention of the American Federation of Labour held in Buffalo, N.Y., in November, 1917, reported on his attendance and the impressions gained. Mr. Thos. Moore, of Niagara Falls, Ont., the fraternal delegate to the 38th convention of the American Federation held in St. Paul, Minn, in June, 1918, in his report dealing with the activities of the federation reported that the two fraternal delegates from the British Trade Union Congress were not present owing to some difficulties at the last moment in securing passports to leave England.

REPORT OF IMMIGRATION REPRESENTATIVE

Mr. W. R. Trotter, of Vancouver, B. C., submitted a report dealing with the new emigration bill which had been introduced in the British House of Commons this year. He dealt with the provisions of the measure and pointed out its two main objects, which were (1) to constitute a central authority to be known as the Central Emigration Authority, which would have executive powers in connection with emigration from the United Kingdom, and (2) to control those who are actively connected with emigration, such as passage brokers and their agents and emigration societies.

REPORT OF SECRETARY-TREASURER

Mr. P. M. Draper submitted a report of the finances which showed the Congress to be in a sound financial and flourishing condition. The total receipts including a balance of $4,871.45 from last year, were $25,803.80. The expenditure amounted to $14,441.64, leaving a balance for the fiscal year of $11,362.16. In addition there is $10,000 in reserve fund. The affiliations include the Canadian membership of 55 national and international organizations. Three provincial federations, 45 trades and labour councils and 50 federal unions are under charter from the Congress. The total membership numbers 117,498, an increase for the year of 35,811. The report was referred to the Committee on Audit, who reported as having found the accounts correct in every detail. The report was adopted.

Report of Committee on Officers' Reports

The majority of the committee to which the above reports were referred in the main concurred in them, but in some instances made a few slight alterations and amendments. In dealing with the report of the Executive Council satisfaction was expressed at the appointment of labour representatives on several Government commissions, as reported under the caption "Conference on War Problems," but the committee non-concurred in clause (d) of section 6 *re* compulsory service on farms. In regard to the annual interview with the Government the committee stated that instead of making visits to the Cabinet Council, labour should elect its own representatives to the houses of legislation. On the question of Conscription the committee recommended that the matter be deleted from the report, and also protested against the action of the Biritish Government in refusing pass-

ports to the fraternal delegates from the British Trade Union Congress to the American Federation of Labour. The committee recommended that the Congress do not participate in any conference other than the International Peace Conference, and that delegates be elected at each convention.

The committee concurred in the report of the president and offered a recommendation that a representative of labour be appointed by the Government to act in conjunction with the fuel controller. The committee recommended that the executive be instructed to work for the enfranchisement of all women, and concurred in the amendments to the Industrial Disputes Investigation Act, with the exception of one which it alleged savoured of compulsory arbitration. In regard to the civil service, the committee was opposed to any law which would debar civil servants from any privileges enjoyed by other citizens. Concerning the Winnipeg strike the committee stated that they understood that no strikers would be brought under the provisions of the 'Anti-loafing law' and disapproved of any suggestion in that regard. The executive council was urged to press for further increase in soldiers' pensions, and the committee recommended vigorous opposition to the method of Government by order-in-council.

The reports of the Provincial Executive Committees were approved by the Committee on Officers' Reports. Gratification was expressed at the progress which had been made in securing favourable legislation. Recommendation was made that efforts be continued to have a commission appointed by the Quebec Government to study the question of workmen's compensation and also that the executive council seek the adoption of an anti-injunction law.

The committee concurred in the reports of the provincial federations and recommended that the executive council take up the question of securing the appointment of a commission by the Government to inquire into the matter of vocational training for the disabled soldiers and the rehabilitating at the close of the war of the soldiers who return.

The report of the immigration representative was concurred in and he was recommended as the overseas representative of the Congress on immigration matters.

For the first time in the history of the Congress a minority report on officers' reports was presented. The minority report took exception to the manner in which the representatives to the conference with the Government on war problems were chosen and also to the actions of the conference. Objection was taken (1) to the national registration scheme, and also to the secretary of the conference becoming a member of the Canada Registration Board, (2) the formation of local wage boards to fix wages for farm labour, (3) to section 8, *re* men of allied nations not being called for military service. The minority recommended that whenever conferences are held with the Government the delegates shall be elected by the organizations they are supposed to represent, and also that the Congress repudiate in entirety the actions of the conference reported on by the executive council.

After a debate which was only closed by the calling of the previous question, the majority report of the committee was adopted.

Ways and Means Committee

The Ways and Means Committee recommended the payment of the following amounts, the recommendation being adopted: To the assistant secretary, $80; translator, $80; messenger, guard and janitor of the hall, $30 each; fraternal delegate to the British Trades Union Congress, $600; fraternal delegate to the American Federation of Labour, $300. The committee also recommended that the salary of the Congress stenographer be increased to $85 per month; that three months' salary be allowed to the retiring president, and that the hotel expenses of the three regularly-elected fraternal delegates be paid. These recommendations were adopted, as was also a motion that the allowance

to the retiring president should not be taken as a precedent. In reporting on demands for organizers, the committee's recommendation that they be referred to the Executive Council was adopted.

Report of Committee on Constitution and Law

Among the resolutions referred to the Committee on Constitution and Law were eight from Winnipeg and vicinity which asked that the Congress take a referendum vote on the question of reorganizing the workers in Canada on industrial lines. The committee rejected the proposal, and the convention approved. A proposition to increase the salary of the president by $500, making it $2,500 was adopted. A resolution seeking to bring about an understanding between the Canadian Brotherhood of Railroad Employees and the International Brotherhood of Railway Clerks was approved, a conference of the parties interested to be held as soon as possible. Among other resolutions referred to the committee which were non-concurred in was one designed to debar a person holding office or appointment under the Government from being eligible to hold office in the Congress. The committee's recommendation was adopted.

Report of Union Label Committee

The recommendations of the Union Label Committee which were adopted without discussion are as follows: That the Congress recommend all trades and labour councils in the cities and towns of Canada to investigate and find out what stores are carrying union label goods and to prepare same in the form of a directory and have a copy sent to all organizations, whether or not they are affiliated with the Trades and Labour Congress; that a Union Label Department be created by the Trades and Labour Congress along the lines of that in existence under the American Federatilon of Labour; that the Executive Council be instructed to recommend to the various trades and labour councils in Canada the formation of union label leagues. The committee recommended that the Executive Council be instructed to outline a series of suitable suggestions relative to progressive label agitation that may be utilized by the various label leagues in the successful prosecution of their work; that every delegate to next year's Congress be requested to have three distinct union labels on his person, and that immediately upon the adoption of the report of the Credential Committee a committee of three previously appointed by the Executive Council and consisting of delegates who either represent or are members of label bearing crafts shall investigate and determine the number of labels upon the person of each delegate to the convention. It shall then be the duty of this committee to read to the convention the names of the delegates investigated and the number of distinct labels in their possession, and also that the Executive Council send a copy of this recommendation with the official convention call.

Special Committee on Organization of Police and Firemen

Resolutions having been submitted in favour of police and firemen being permitted ot organize into labour unions, it was decided to appoint a special committee to bring in a report on the subject. The report which was adopted was embodied in the following resolution:

Whereas, it is necessary for all wage-earners including police and firemen to organize in order to secure better working conditions, and to associate themselves with other organizations of workers for mutual protection;

And whereas, the authorities in some cities have attempted to deter police and firemen from exercising their legal right to form unions and affiliate with trades and labour councils, and are endeavouring to obtain legislation to curtail the liberties of these wage-earners;

Therefore, be it resolved that the Trades and Labour Congress pledges its support to the police and firemen, and instructs its officers, provincial executive committees and federations of labour to oppose any legislation that is designed to interfere with the organization of police and firemen; and further urges all local unions and trades and labour councils to use all means at their disposal to assist these workers in their endeavour to organize and maintain labour organizations and affiliate with trades and labour councils.

Special Committee on Vocational Training

Four resolutions dealing with vocational training of returned soldiers were presented, and it was decided to appoint a special committee to consider them and report. The resolutions were: (1) against giving employers the services of the returned soldiers free of charge; (2) that employment be selected for returned men in other trades than where a recognized term of apprenticeship is required; (3) in favour of the appointment of a board of award to protect the economic interests of the returned men; (4) in favour of a labour representative being appointed on the Invalided Soldiers' Commission.

The special committee recommended concurrence in the resolutions and further recommended that a member of the Executive Council be immediately appointed to act as chairman of a standing Congress Dominion-wide committee on vocational training of returned soldiers, whose duty it will be to receive reports and suggestions from trade unionists, to scrutinize legislation and administration dealing with vocational training, and to make representation to government officials charged with such work; and that the personnel of said committee be located in the different industrial centres of the Dominion. The committee also commended to the attention of the proposed committee a draft plan of regulations governing vocational training. The report was adopted and it was decided that printed copies be furnished the delegates.

In connection with vocational training, Lieut. F. Holmes, Toronto, Ont., an officer of the Invalided Soldiers' Commission, addressed the convention at one of the sessions. Mr. Holmes explained the organization and functions of the vocational training branch of the commission and asked for the co-operation of organized labour in the matter of the care of returned soldiers. Mr. Holmes also reported that Sir James Lougheed had asked him to inform the Congress that a representative of organized labour would be appointed to the commission.

Delegates to Peace Conference

In accordance with the recommendation of the Committee on Officers' Reports that the delegates to the Peace Conference be elected at each convention preliminary to the holding of such conference, the convention, which adopted the recommendation, elected the representatives. When nominations were opened nineteen delegates were nominated, eleven of whom declined. Of the remaining eight nominees, three of whom were to be elected, the successful ones were P. M. Draper, J. C. Watters and Gus. Francq. Mr. Draper and Mr. Watters securing an equal number of votes, it was necessary in the event of only one representative being allowed, to make a selection. On a standing vote Mr. Watters was chosen.

Fraternal Messages

One of the sessions was mainly given up to hearing the fraternal delegates. Mr. Stuart A. Hayward of the Buffalo Central Labour Council, fraternal delegate from the American Federation of Labour, in presenting the fraternal greetings of that body, stated that organized labour in the United States was strongly behind the Government in the prosecution of the war. He referred to the various boards appointed by the Government to deal with war activities, on which labour was represented. The policy of collective bargaining had been recognized by the Government, and as a result, the labour movement in the United States had made great strides during the past year.

John G. Hancock, M.P., miners' agent, Nottingham, England, representing the British Trades Union Congress, in his address referred to the critical times through which Great Britain was passing. It was a great pleasure to know that Canadians were fighting side by side with their British brothers. He paid tribute to the valour of the Canadian soldiers and referred to the wholehearted manner in which the United States had entered the war. Mr. Hancock said the first duty was to win the war; second, to make war utterly im

possible in the future; and third, to take proper care of the men who survived the war. Reference was made to what was being promoted as an after-the-war policy, which included the proper housing of the people. The great work of the British women in the war was eulogized. For the purpose of greater production during the war, organized labour had given up much that it had taken years to secure. This was done so that it could never be said that the British Labour Party had held aloof in the hour of the country's need.

Miss Rose Schneiderman, of New York, N.Y., fraternal delegate from the National Women's Trade Union League, in her fraternal address outlined the objects of the league, which stood for equal pay for equal work, and stated that the league also endeavoured to educate the women workers for organizing purposes. The Congress was invited to send a fraternal delegate to the meeting of the league in June of next year. Endeavours were being made to arrange with the women's organizations of the Allied countries for a convention of women workers at the same time and place that the peace terms were arranged. The convention accepted the invitation to send a fraternal delegate to the league meeting, the selection being left in the hands of the Executive Council.

Mrs. Helen Armstrong, who by special vote was accepted as a fraternal delegate from the Women's Labour League of Winnipeg, stated the objects of the association and the work which had been accomplished. The desire was to have the league become Dominion-wide, and the Congress was asked for support in the work.

Among other visitors to the convention who made addresses were Mrs. Rose Henderson, probation officer of the juvenile court of Montreal; Mr. Wm. H. Johnston, president of the International Association of Machinists, Washington, D.C., and Wm. D. Mahon, president of the Amalgamated Association of Street and Electric Railway Employees, Detroit. Mich.

Mrs. Henderson asked for the freeest access of women workers into the ranks of organized labour with the view of emancipating them from the conditions which surround them in the economic field. She also urged the organized workers to elect their own members to the houses of legislation, and appealed for the elimination of petty differences in the ranks of organized labour.

Mr. Johnston, who is a native of Nova Scotia, having been born in Westville, but who left Canada for the United States when 12 years of age, referred to the part his adopted country was taking in the war, and although tardy in entering, he believed the United States would make a good record. The machinists had been adding members at the rate of 10,000 per month this year, the membership now being 250,000. Reference was also made to the labour proclamation of the President of the United States, which, it was stated, had given a great impetus to labour organization.

Mr. Mahon congratulated the delegates on the great growth of the Congress, and referred to his visit to Europe at the time war was declared and to his attendance at the Birmingham convention of the British Trades Union Congress as fraternal delegate from the American Federation of Labour. He was strongly in favour of prosecuting the war until victory was achieved, and was going to support the Government of the United States in its war activities, but he would not give up the right of workmen to strike if unfair conditions were imposed.

The following telegram from Senator G. D. Robertson was read by the secretary:

Secretary, Dominion Trades and Labour Congress, Convention Hall, Quebec, Que.

To the officers and delegates attending the 1918 session of Canada's labour Parliament,

The undersigned respectfully sends greeting. The events of the past year have amply justified labour in its determination to carry on. With victory for freedom and justice to all peoples in sight that determination should be renewed and strengthened. The hundred thousand wage earners in Canada's army overseas would be cheered if those at home would send them greet-

ing and promise of continued support, which I hope may be done. Best wishes for a harmonious and profitable convention.

G. D. Robertson.

On motion it was decided to carry out the suggestion offered by Senator Robertson.

Greetings were also received and accepted from the General Synod of the Church of England then in session in Toronto.

A message from the Toronto Council of the Russian Workmen extending greetings was received and filed.

At one of the sessions the fraternal delegate from the American Federation of Labour was presented with a diamond ring, the delegate from the British Trades Union Congress with a gold watch, the delegate from the Women's Trade Union League with a gold wrist watch, the chairman, secretary and treasurer of the local reception committee with gold stick pins, and the retiring president with diamond set cuff links and stick pin.

To appeal for Funds

It was announced during the convention that an appeal would shortly be made for funds to defend two trade unionists in British Columbia who, it was claimed, had been unjustly imprisoned. Subsequently it was stated that the balance in the defence fund of the St. John Plumbers' Union would be turned over to the Committee in charge of the British Columbia case.

Military Service Act

Under the constitution of the Congress resolutions to be brought before the convention are to be in the hands of the secretary ten days previous to opening, which in turn are referred to the Resolution Committee. Although many other resolutions, which had not been received in conformity with this rule were accepted by the convention, objection was taken to one presented by lodge No. 111, of the International Association of Machinists, of Montreal, which was as follows: "We demand the immediate repeal of the Military Service Act."

The secretary stated that the attitude of the Congress on this question had been settled after mature deliberation at the Ottawa convention in 1917. The matter was so important that the law requiring a two-thirds vote to get the question before the convention should be adhered to. After a brief debate it was decided to refuse to accept the resolution, the vote being 116 in favour to 264 against.

Intervention in Russia

The following resolution was introduced by Toronto Lodge No. 438, I.A. of Machinists: "Resolved that this Congress goes on record as being opposed to any intervention on the part of the Allies in the internal conditions in Russia, in the belief that in the best interests of democracy every nation should have the right to determine its own destiny."

The Resolution Committee, when the resolution was reached, asked for further time to consider the subject. The convention, however, took the matter out of their hands and proceeded to deal with it. Some doubt existed as to the legal right of the convention passing on the subject, and it was moved that the resolution be laid on the table indefinitely. This proposal was agreed to.

Programme for Reconstruction

The Resolution Committee recommended approval of the following resolutions with an addition that a report be submitted to this convention if possible, or as soon as practicable thereafter to the Executive Council:

Whereas, the continuation of the present European War gives evidence that at its completion the world will be faced with a grave social and economic situation, affecting the existence and life of the workers; and whereas, our energies should be directed towards the future, both immediate and after the war, for the protection of our interests by a declaration of principles, the nature of social and economic development depending largely upon the principles which the workers shall demand; and whereas, the Trades and Labour Congress have not formulated any

plan or made any declaration of policy in defining a programme of reconstruction; be it resolved, that a committee of five (5) be elected to draft a manifesto with a declaration of principles for a programme of reconstruction after the war, as an instruction to the workers of Canada governing their actions in their future efforts to establish better social and economic conditions.

It was moved in amendment that the resolution be referred to the Executive Council for attention, instead of to a committee. An amendment to the amendment was submitted: "That in the event of the committee being unable to submit a programme before the close of the convention, that the proposed policy be referred to the whole membership for ratification." The debate which arose on the several propositions continued for some time, and was brought to a close by the demand for the previous question. The amendment to the amendment was lost on a vote of 78 to 265, and the original resolution as amended, referring the question to the Executive Council, was carried by a vote of 256 to 45.

The following resolutions dealing with after-the-war conditions were referred to the Executive Council to be taken into consideration in the preparation of the manifesto dealing with the policy of the Congress on reconstruction after the war:

"That a demand be made on the Federal and Provincial Governments for an assurance that three months after the close of the war a six-hour day shall apply to all underground mine workers and an eight-hour day to all surface workers in all mining properties in the Dominion.

"That the Congress declare for a six-hour day and a five-day week for all labour."

Asking for the complete control by Canada of her immigration policy, with a Dominion Board of Immigration; that the said board work in co-operation with proposed labour exchanges and provincial labour bureaus, and also with the Imperial Government; the discontinuance of bonuses to emigration agents; literary tests for immigrants; prohibition of immigration until the returned soldiers have been provided with employment; registration of immigrants; and legislation against the entry of Asiatics.

Asking for the creation of a Federal labour exchange to co-operate with provincial exchanges, through which the returned soldiers may be registered according to trade, etc.

Against Coolie Labour

The Resolution Committee amended the following resolution by deleting the last twenty words, and substituting *"the workers using their best efforts to prevent the introduction of coolie labour,"* and recommended adoption:

Whereas, representatives of the Federal Government are continually broaching the question of the introduction of coolie labour into the coal mines of this country; and, whereas the men working in the mines cannot be and are not fully employed, and for the last two years have never got out a normal day's work, because of the lack of machinery, material and horses; and, whereas, in any case this Local Union is absolutely opposed to the introduction of coolie labour because of its cheapness and the pernicious competition that such labour would let loose among the workers of this country; therefore, be it resolved, that Local Union No. 16 Amalgamated Mine Workers of Nova Scotia ask this Convention of the Trades and Labour Congress of Canada to declare its position on this question by urging all the workers to, and approving of, a general strike from coast to coast, in the event of the Government attempting to bring coolie labour into Canada.

It was moved as an amendment that the Executive Council take a referendum vote on assessing the membership for the support of any workers who go on strike in opposition to the introduction of coolie labour.

An amendment to the amendment proposed the acceptance of the resolution as originally presented.

In the discussion which followed the presentation of the resolution, the prevailing opinion was that some drastic action should be taken to prevent the further introduction of coolie labour into Canada. Delegates who were returned soldiers stated that the returned men were strongly opposed to coolie labour, and it was also brought out in the debate that the miners in the Crow's Nest Coal district had decided to strike

if such were introduced in their locality. The resolution as amended by the committee was adopted.

(During the discussion on the resolution the conduct of President Watters in connection with the letter carriers' dispute was interjected, in which he was accused of being derelict in his duty. The president left the chair to make an explanation and to defend himself. He gave an account of the various conferences with the Government and the efforts made to effect a settlement. The Executive Officers of the letter carriers were responsible for ordering the men back to work, and had he undertaken to interfere it would mean the reversal of the whole functions of the labour movement. Secretary Draper was about to speak on the same matter when a point of order was raised that he was not entitled to make any explanation. The chairman ruled in favour of the secretary speaking. The decision of the chair being disputed, a vote was taken. The chair was sustained and Mr. Draper also gave an account of the negotiations with the Government *re* the demands of the letter carriers, and the incident was closed.)

For a Minimum Wage

The following resolution seeking to have a minimum wage established was adopted without any opposition:

Whereas, the need of a National Minimum Wage is being advocated on all sides by Organized Labour; and, Whereas, the Federal Government has also seen fit to recommend its adoption; be it resolved, that this 34th Convention of the Trades and Labour Congress of Canada endorse the principle of a Minimum Wage based on local conditions, and instruct its Executive to at once take up the matter with the Federal Government, and to have the said Minimum Wage established on a weekly basis, with further adjustments to the said minimum every four months should the increase in the cost of living warrant it.

In favour of Control of Prices

Five resolutions dealing with the cost of living were presented. It was moved that the following be the one adopted:

Whereas, the fundamental source of the discontent and unrest that agitate the public mind and are constantly provocative of dislocation of t ade and industries, as well as being a menace to the peace and prosperity of the people of Canada, is the disproportion that exists between the incomes, revenues, salaries or wages, and the exorbitant and constantly rising prices of food stuffs and necessaries of life; therefore, be it resolved, that it is expedient that the Government of Canada should immediately assume full and effective control of all prices of essential food stuffs, cereals, meats, etc., etc. That such fixed prices be not more than those now existing in each case, thereby preventing further increases in the cost of these essential articles to the consumer, assuming that present prevailing prices are ample to stimulate production. That such control be exercised effectively, uncompromisingly, and with penalties attached to the violation of such regulations as, from time to time, are established by the Government.

Some objection was offered to the fixing of prices, the claim being put up that the workers should demand wages high enough to meet the increased cost of commodities, and that wages should automatically rise with such increase.

The following amendement was proposed: "Whereas, the price of food, clothing and shelter is rapidly advancing from day to day, thereby making it difficult for the working classes to retain their standard of living, and whereas, various attempts have been made from time to time to meet this situation by control of prices without success; Therefore, be it resolved that the organizations affiliated with this Congress from now on use the only means to offset the advance in prices under the present system, namely, by an increase in wages."

To close the debate the previous question was called and carried, the resolution being adopted. A resolution was also adopted urging that an effort be made to have the price of bread standardized throughout the Dominion.

Want a Fuel Department

The following proposition asking for the establishment of a fuel department was adopted:

Whereas, the miners of the Dominion of Canada, after four years of war, have not been

able to secure equal representation on the various departments created by our Government for the successful prosecution of the war (especially the miners); and, whereas, the United States of America, in less than one year of War, has given the Labour Movement representation on every commission; therefore, be it resolved that the Trades and Labour Congress of Canada, in Convention assembled, demand that the Dominion Government create a fuel department similar to United States of America.

Government Ownership of Railways

Although the following proposal is included in the Platform of Principles of the Congress, the convention reaffirmed its attitude by approving of the following resolution:

Whereas, owing to the great necessity of finances of our Dominion of Canada, and fully realizing that the greater portion of our earnings are being paid to the C. P. R. and other railway companies and building up individuals as millionaires owing to the great access that they have to our lands and homes, for which our boys are giving their lives; and whereas, what we find for our returned soldiers, is taxation in abundance; therefore be it resolved, that the Government take over all railways and lands connected therewith and collect all profits.

Propose penalty for violation of Fair Wage Clause

A proposal to penalize contractors who violate the terms of the fair wage clause in Government contracts was approved by the adoption of the following resolution:

Whereas it has come to our knowledge that abuse of the fair wage clause in Government contracts is being done by unscrupulous contractors, and whereas no penalty is provided for such cases; be it resolved, that we ask the incoming executive of the Trade Congress to seek the following amendment to the fair wage clause, to be inserted in Government contracts, no progress certificates be issued until approved by the Minister of Labour, and that any contractor guilty of wilful violation be debarred from tendering for further Government work for a period of one year.

A resolution was also adopted that in contracts for boots certain changes be made in the fair wage clauses; that the Government be asked to publish the names of contractors, price per pair, and wage scales in the *Labour Gazette*; and also that accredited representatives of labour organizations whose members are working on Government supplies be furnished upon application with the names of the contractors, price paid for supplies and scale of wages paid by the contractors.

Want stronger beer

A resolution was submitted which recited in the preamble the efforts which had been made to have a uniform definition of an intoxicating liquor for the whole Dominion, and asked that 2½ per cent of alcohol by weight be fixed as such standard. As this suggestion had been approved by other conferences of labour representatives, the following resolution was submitted:

Whereas, the working men of Canada have been asked by the Government to co-operate with them in increasing production, and the working men have expressed a willingness to do so, even to the extent of working longer hours; now, therefore, be it resolved, that this Convention of the Trades and Labour Congress of Canada endorses the action of its Ontario Executive and other resolutions as above referred to and requests the Dominion and Provincial Governments to enact legislation whereby it may be legal to manufacture and sell anywhere in Canada any beverage not exceeding 2½ per cent of alcohol by weight.

Some objection was taken to the introduction of the resolution, and a strong opposition developed. On the other hand fault was found with prohibition having been put in force by Order-in-Council, it being contended by some of the speakers that a referendum should have been taken. The resolution was adopted.

In support of War Bonds

Favourable action on the following resolution was recommended:

Whereas, democracy and freedom are now in deadly conflict with lawlessness and barbarism, and, whereas, it becomes us as citizens and trade unionists to support to the utmost of our ability our fellows engaged in this conflict for honour and right; and, whereas, success is only possible by keeping our armies equipped and supplied with all necessary foods and materials it is possible to produce; and, whereas, production depends largely upon the Government's ability to furnish funds necessary to purchase for over-

seas use food and munitions, the future prosperity of Canadian industry being limited only by the Government's ability to finance it; resolved, that the Trades and Labour Congress of Canada do recommend to all members of organized labour that hearty support and co-operation be given in making the coming War Loan a success; and be it further resolved, that the various Provincial Executive Committees offer to co-operate with the War Loan Organization and to take particular charge of the campaign among labour men; and be it further resolved, that it is desirable that every worker who can, should invest whatever sum he may be able in War Bonds and thus assist Canada's war effort, promote production, increase employment and encourage thrift.

Opposition was immediately taken and an amendment was proposed to the effect that no interest should be paid on war bonds to be issued in the future, and the interest provision in the bonds now outstanding should be repudiated.

An amendment to the amendment that all future issues of war bonds be devoid of interest was also proposed.

After a very heated discussion during which the president had to appeal to the delegates to show proper decorum, the resolution as introduced was adopted by a large majority.

Another resolution asking that the forthcoming issue of war bonds be made liable to taxation was also approved.

Conscientious Objectors

The following resolution offered by the Winnipeg Trades and Labour Council, was reported unfavourably upon by the Resolution Committee:

Resolved, that this Trades and Labour Council recommend to the Trades and Labour Congress of Canada that representations be made to the Minister of Justice requesting him to consider the matter of conscientious objectors now in the penitentiary with a view to their temporary release on parole to work on farms or to give their assistance in the interest of National Food Production.

After a protractd debate, the report of the committee was adopted by a vote of 107 to 83. A demand was made for a roll call vote, which was the first to be sufficiently supported during the convention. This made a change in the figures, but the report of the committee was sustained by 99 to 90.

Other Resolutions Approved

Approximately 145 resolutions were submitted for consideration, and referred to the various Committes. In addition to those which have been previously taken into account, resolutions on the following subjects were adopted, no reference being given to those which were not favourably considered:

In favour of increased compensation to children under the Nova Scotia Workmen's Compsensation Act, and repeal of section 4.

In favour of amendments to the Nova Scotia Coal Mines Regulation Act.

In favour of coal miners' output being paid for at the rate of 2,000 pounds to the ton, instead of 2,440, and that the same be set by statute.

In favour of a national fund to meet the needs of dependents in case of disasters causing loss of life.

In favour of a compulsory insurance law.

In favour of an eight in ten hour day for street railway employees, similar to that in force in British Columbia.

In favour of the more careful handling of lead.

In favour of legislation demanding the denaturing of wood alcohol used by painters.

In favour of protection of painters by the proper inspection of ropes, tackles, etc., and for more accommodation in paint shops.

In favour of the removal of wall coverings before redecorating the interior of buildings.

In favour of the free entry into Canada of trade union supplies.

In favour of greater protection for coal miners and union check off.

In favour of the hours of polling in Dominion elections being from 9 a.m. to 8 p.m.

In favour of designating on the box the manner in which the cigars contained therein are made,—either hand, mould or machine.

In favour of the nationalization of the medical and dental professions and the control of all hospitals by the State.

In favour of every union in Canada being notified of the unfair conditions prevailing in certain cigar factories in Hamilton, Toronto and Montreal.

In favour of no changes being made in certificates of stationary engineers until those now in the expeditionary forces return.

In favour of efficient blower systems in factories where metal polishers are employed, and the appointment of practical metal polishers as inspectors.

Against the use of spraying machines used in painting on work required by the Dominion Government on the Imperial Munitions Board.

In favour of the better protection of moving picture machine operators.

In favour of assisting the strikers of the Lauzon shipyards who claimed that they were being discriminated against owing to having joined the International Brotherhood of Boilermakers.

In favour of all steam and operating engineers being certificated.

In favour of all printing used in the Department of Labour bearing the label of the allied printing trades.

In favour of the Government being asked to adopt an old age pension scheme.

In favour of asking the Government to appoint a fair wage officer for the Maritime Provinces.

In favour of its being made compulsory that all children attend school until they reach 16 years of age.

Pledging support to the International Ladies' Garment Workers' Union in negotiations with employers.

In favour of abolishing the practice of clothing being made in the homes of wage-earners.

In favour of a substantial tax on land values.

In favour of having the label of the Allied Printing Trades placed on all school books.

In favour of action being taken to have the immigration laws and Alien Labour Act enforced.

In favour of the establishment of a department of health.

In favour of certain persons being brought under the provisions of the Nova Scotia Workmen's Compensation Act.

In favour of the appointment of a commission to report workmen's compensation for the Province of Quebec.

In favour of the abolition of all private employment agencies.

In favour of increase in the budget of the Department of Labour of Quebec; increase in number of inspectors and appointment of a deputy minister; pensions for employees of the department with fifteen years of service and limiting the age of inspectors; establishment of a scale of salaries for inspectors, and that candidates for position of factory inspector be subject to examination as to their capability.

In favour of free and compulsory education in the Province of Quebec and prepared rules pertaining to education in the province.

In favour of labour being represented on commissions governing public utilities.

In favour of licensing employers and employees engaged in the electrical industry in the province of Ontario.

In favour of amendments to Coal Mines Regulation Act of the Province of Nova Scotia.

In favour of asking that moving picture machine operators in Ontario be placed under the provisions of the Workmen's Compensation Act.

In favour of proper shelter being provided for men engaged in car repairing.

In favour of the provinces enacting legislation providing for a minimum wage of at least $12 per week for women workers.

In favour of the two-platoon system for civic firemen.

In favour of asking the Quebec Legislature to enact legislation that will permit a tenant to change an annual tenancy to a monthly tenancy.

In favour of the American Federation of Labour being asked to place an organizer in the Maritime Provinces.

In favour of the Federal Government issuing industrial bonds.

In favour of factory inspectors being selected by a referendum vote of organized labour.

In favour of Dominion Government employees being placed under a workmen's compensation law.

In favour of assisting the barbers by creating a demand for the union shop card.

In favour of the establishment of rent courts to deal with house rents.

In favour of assisting the Canadian Pacific Railway dining car employees.

In favour of a better observance of Labour Day.

In favour of the appointment of foundry inspectors.

Condemning any authority which seeks to imprison or banish men for their industrial or political activities.

Protesting against the manufacturers of Kitchener discriminating against their employees.

In favour of the abolition of running boards on street cars.

Indorsing the demands of the letter carriers.

Protesting against legislation prohibiting drugless therapy.

In favour of men using artificial limbs being allowed compensation for time lost owing to such limbs being broken during employment.

In favour of all workers being brought under the provisions of workmen's compensation.

In favour of the employees of the Marine Department of Quebec being granted increase in wages and the reinstatement of all men now on strike.

In support of the demands of the potters of St. John's, Que.

In favour of securing some remedy to prevent private employment agencies from supplying strike-breakers.

In favour of the Government providing for the insurance of the men in the Canadian expeditionary forces.

In favour of legislation to afford simple, cheap and effective facilities for the legal incorporation, regulation and control of co-operative societies.

In favour of the separation allowance to soldiers' wives being increased to $100 per month.

In favour of pensions to soldiers being paid in proportion to the disabilities incurred, without regard to rank.

In favour of asking the Government to grant free medical attention to the wives, children and dependants of soldiers overseas.

In favour of witness fees in the province of Quebec being based on the salaries earned by such witnesses.

In favour of boiler inspectors being selected from the ranks of practical boilermakers.

In favour of petitioning the Quebec Legislature to remove all restrictions on the electoral right.

In favour of supporting the mine workers of Northern Ontario and all other workers in Canada in their efforts to establish amicable working relations with employers and to assist them in resisting discrimination.

Referred to Executive Council

Resolutions on the following subjects were referred to the Executive Council without recommendation:

In favour of a monthly or quarterly report of the proceedings of the Executive Council of the Congress forwarded to all affiliated organizations.

That the Congress supply all federal labour miners with due cards, honourable withdrawal cards and travelling cards.

That the Executive Council consider the advisability of investing in the proposed war loan.

That the Executive Council co-operate with the returned soldiers' associations with the view of establishing a Workmen's and Soldiers' Council.

Asking for support in securing the release of two aliens, members of Porcupine Miners' Union, who it was claimed had been unjustly interned.

Refuse to Hear Russian Workers

The privileges of the convention, with the view of giving them an opportunity of being heard, was asked for two delegates from the Canadian Russian Workers. In the appeal in their behalf it was stated that the organization was not an economic one, but was formed for the purpose of protecting the Russian workers from persecution. There were 20 local branches in Canada with a membership of 10,000. Several delegates in opposing the proposal stated that the members comprising the Russian workers had the privilege of joining the established labour unions, but would not do so, though often solicited. The request was refused.

Election of Officers

The election of officers, which was presided over by the fraternal delegate from the American Federation of Labour, resulted as follows:

President—Thomas Moore, Organizer, United Brotherhood of Carpenters and Joiners, Niagara Falls, Ont.

Vice-President—Arthur Martel, member of Executive Board, United Brotherhood of Carpenters and Joiners, Montreal, Que.; Robert Baxter, Vice-President Amalgamated Mine Workers of Nova Scotia, Glace Bay, N. S.; David Rees, member United Mine Workers, Vancouver, B. C.

Secretary-Treasurer—P. M. Draper, member International Typographical Union, Ottawa, Ont.

Provincial Executives—Nova Scotia: vice-president, R. V. Eisnor, Halifax; committee, A. R. Maston, Halifax; C. C. Dane, New Glasgow; Robert Baxter, Glace Bay. Quebec: vice-president, Narcisse Arcand, Montreal; committee, Napoleon Belleau, Quebec; Hector Monette, St. Hyacinthe. Ontario: vice-president, H. J. Halford, Hamilton; committee, Joseph Gorman, Cobalt; Joseph Dean, London; James Ralph, Toronto. Manitoba: vice-president, W. M. Coburn, Winnipeg; committee, E. Robinson, Winnipeg; A. F. Landry, Winnipeg; D. R. Duncan, Transcona. Saskatchewan: vice-president, H. Perry, Regina; committee, R. H. Chadwick, Moosejaw; F. B. Judson, Prince Albert; D. F. England, Saskatoon.

The provinces of New Brunswick, Alberta and British Columbia have their own organization; hence the Congress does not elect an executive committee.

Fraternal delegate to American Federation of Labour.—M. J. Walsh, Quebec, Que.

Fraternal delegate to British Trade Union Congress.—James C. Watters, Ottawa, Ont.

Hamilton, Ont., was chosen as the convention city for 1919.

REPORTS OF EMPLOYMENT OFFICES

During August there was an increase of about 14 per cent in the demand for labour on the basis of the daily average of vacancies notified to 110 employment offices (81 commercial, 17 public and 12 philanthropic). As compared with the demand reported for August of last year by practically identical offices there was a decline of about 24 per cent. The total number of vacancies notified to all offices in August was 46,815, a daily average of 1781.96, as compared with 1566.12 in July, 1918, and with 2353.8 in August, 1917. The number

of persons placed was 21,612, a daily average of 837.48, as compared with averages of 788.3 and 974.7 in the preceding month and in August of last year. The proportion of the total vacancies filled to the total vacancies notified was 46.2 per cent, as compared with 50.3 per cent in July and with 41 per cent in August, 1917.

As to employment for women and girl workers, the number of vacancies notified was 6,428, a daily average of 238, as compared with 228.5 in July and 299.9 in August, 1917. The number of such workers placed was 2,223, a daily average of 82.3, as compared with 99.1 in July and 82.1 in the corresponding month of 1917. The proportion of vacancies filled to vacancies notified for men and boys was 48 per cent and for women and girls 34.43, as compared with 51.8 per cent and 43.4 per cent, respectively, for July, and with 43.7 per cent and 27.4, respectively, for August, 1917.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Toronto and Edmonton reported increases in the demand for labour both as compared with July, 1918, and August, 1917. Vancouver reported a decline in both cases, while at Montreal and Winnipeg there was an increase over the preceding month and a decrease in comparison with the same period of last year. Of the smaller centres, Halifax, Hamilton, Fort William and Port Arthur all showed decreases as compared with July, but increased over August of last year. Ottawa showed a decrease as compared with July, 1918, and August, 1917. Regina and Calgary showed increases as compared with July, 1918, and decreases as compared with August, 1917.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 1,663, a daily average of 61.7, as compared with averages of 66.6 in July and 80.4 in August, 1917. The number of casual jobs secured was 4,222, a daily average of 156.3, as compared with averages of 172.5 in the preceding month and 157.8 in August of last year.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED AUGUST, 31, 1918.

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**204**	**31**	..	..	**235**	**523**	**102**	**4**	**3**	**632**
St. John	4	....	..	..	4	4	....	..	..	4
Quebec	19	....	..	..	19	19	....	..	..	19
Montreal	52	....	..	..	52	75	....	..	..	75
Ottawa	10	2	..	..	12	14	2	..	..	16
Toronto	60	....	..	..	60	233	....	..	..	233
Hamilton	6	2	..	..	8	13	5	..	..	18
Winnipeg	8	17	..	..	25	27	38	..	..	65
Calgary	22	5	..	..	27	43	52	4	3	102
Edmonton	6	5	..	..	11	38	5	..	..	43
Vancouver	17	....	..	..	17	57	....	..	..	57
Y.W.C.A.	....	**157**	..	..	**157**	....	**224**	..	..	**224**
Sherbrooke	....	....	..	..	....	....	....	..	..	.....
Toronto	....	3	..	..	3	....	5	..	..	5
Winnipeg	....	10	..	..	10	....	10	..	..	10
Saskatoon	....	108	..	..	108	....	108	..	..	108
Calgary	....	17	..	..	17	....	65	..	..	65
Edmonton	....	6	..	..	6	....	12	..	..	12
New Westminster	....	2	..	..	2	....	6	..	..	6
Victoria	....	11	..	..	11	....	18	..	..	18
Miscellaneous	**361**	**891**	**10**	**9**	**1271**	**901**	**2446**	**10**	**9**	**3366**
Montreal Municipal	8	1	..	..	9	8	1	..	..	9
Montreal Catholic Social Service Guild	3	53	..	..	56	3	53	..	..	56
Montreal Directorate of Female Immigration	....	3	..	..	3	....	3	..	..	3
Toronto Provincial	....	28	..	..	28	....	1045	..	..	1045
Toronto Municipal	34	....	..	..	34	72	....	..	..	72
Brantford Provincial	20	12	10	9	51	20	12	10	9	51
London Provincial	7	34	..	..	41	7	76	..	..	83
Hamilton Provincial	1	13	..	..	14	1	13	..	..	14
St. Thomas Provincial	45	5	..	..	50	45	5	..	..	50
Winnipeg Municipal	112	182	..	..	294	579	620	..	..	1199
Saskatoon Provincial	5	....	..	..	5	20	....	..	..	20
Vancouver Municipal	126	560	..	..	686	146	618	..	..	764
Total	**565**	**1079**	**10**	**9**	**1663**	**1424**	**2772**	**14**	**12**	**4222**
Daily Average:—										
August	....	....	..	..	**66.5**	....	....	..	..	**168·9**
July	....	....	..	..	**66.6**	....	....	..	..	**172.5**

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED AUGUST 31, 1918.

OFFICE	Vacancies Notified.								Individuals Placed.							
	Men	Women	Boys	Girls	Total	Daily Average July, 1918	Daily Average Aug., 1918	Daily Average Aug., 1917	Men	Women	Boys	Girls	Total	Daily Average July, 1918	Daily Average Aug., 1918	Daily Average Aug., 1917
Halifax—Commercial (1)	5	21	...	1	27	1.12	1.00	.93	5	21	....	1	27	1.12	1.00	.33
St. John—Commercial (1)	60	6	1	2	69	3.00	5.75	3.25	5	1	....	1	7	.83	.58	1.06
Quebec—Provincial	308	2	2	....	312	14.62	11.56	13.44	103	2	2	....	107	5.08	3.96	7.52
Sherbrooke	98	....	...	16	114	7.69	4.22	5.16	34	....	....	15	49	2.85	1.81	3.04
Provincial	98	....	...	16	114	7.69	4.22	5.16	34	....	....	15	49	2.85	1.81	3.04
Montreal	5737	248	6	3	5994	196.09	230.80	378.81	2442	45	2	2	2491	115.91	101.35	100.2
Provincial	500	120	...	....	620	22.62	22.96	28.52	195	19	....	....	214	10.23	7.93	15.33
Municipal	94	14	...	....	108	8.21	4.00	13.44	24	4	....	....	28	7.42	1.04	9.70
Catholic Social Service Guild	.....	38	1	3	42	1.48	1.56	1.26	.....	15	....	2	17	1.19	6.30	.85
Directorate of Female Immigration	1	76	...	....	77	2.78	5.50	1.04	.....	7	....	....	7	.67	.50	.44
Commercial (11)	5142	....	5	....	5147	161.00	197.78	334.55	2223	....	2	....	2225	96.40	85.58	73.93
Ottawa	1845	84	44	....	1973	90.10	74.73	97.77	1082	54	44	....	1180	55.38	44.99	52.40
Provincial	601	46	44	....	691	36.19	26.58	23.38	601	46	44	....	691	36.19	26.58	23.38
Y.W.C.A.	.....	14	...	....	14	.96	.52	.104	.....	3	....	....	3	.08	.11	.59
Women's Hostel	.....	24	...	....	24	.77	.89	.97	.....	5	....	....	5	.04	.18	.16
Commercial (5)	1244	....	...	....	1244	52.18	46.74	72.38	481	....	....	....	481	19.07	18.12	28.27
Toronto	5315	833	87	736	6971	247.46	268.64	223.04	3076	306	50	257	3689	148.94	152.61	151.73
Provincial	1200	581	82	581	2444	57.36	94.00	61.67	700	215	47	215	1177	38.94	45.27	45.38
Municipal	1184	....	3	....	1187	50.58	45.65	57.69	779	....	3	....	782	36.15	30.08	46.85
Y.W.C.A.	.....	100	...	100	200	6.25	8.33	8.27	.....	9	....	9	18	.96	.75	.88
Commercial (6)	2931	152	2	55	3140	133.27	120.66	91.68	1597	82	....	33	1712	72.89	68.51	58.62
Hamilton—Provincial	381	114	35	1	531	26.00	20.42	16.04	56	60	14	4	134	11.19	5.15	12.77
London—Provincial	172	105	...	....	277	10.00	10.65	11.65	127	102	....	....	229	10.00	8.81	11.65
Brantford—Provincial	167	10	...	40	217	11.72	8.68	9.40	132	10	....	40	182	9.42	7.28	8.52
Kitchener—Provincial	29	....	3	6	38	1.38	1.41	1.41	20	....	2	4	26	1.38	.96	1.07
St. Thomas—Provincial	115	20	1	....	136	5.28	5.23	1.68	63	7	1	....	71	2.80	2.73	1.08
Walkerville—Provincial	15	1	...	....	16	3.31	.61	1.77	13	....	....	....	13	1.38	.50	.86
Fort William and Port Arthur—Commercial (5)	2067	7	2	5	2081	87.28	77.49	71.67	550	2	....	....	552	25.46	20.65	12.70
Winnipeg	5991	1685	84	197	7957	274.14	306.00	625.53	2760	541	17	5	3323	98.82	127.82	153.88
Municipal	150	182	...	....	332	8.58	12.77	13.65	89	83	....	....	172	4.96	6.62	7.65
Girls' Home of Welcome	.....	32	...	....	32	1.48	1.19	5.26	.....	7	....	....	7	.37	.26	1.11
Y.W.C.A.	.....	81	...	....	81	2.90	3.12	5.37	.....	10	....	....	10	.58	.40	.81
Commercial (10)	5841	1390	84	197	7512	261.68	288.92	601.25	2671	441	17	5	3134	92.91	120.54	144.31
Brandon	940	40	10	50	1040	18.87	38.52	74.00	405	5	1	11	422	7.49	15.63	24.07
Commercial (3)	940	40	10	50	1040	18.67	38.52	74.00	405	5	1	11	422	7.49	15.63	24.07
Regina	1551	148	18	101	1818	39.30	69.00	91.60	738	59	7	26	830	27.51	31.65	24.89
Y.W.C.A.	.....	.....	...	2	2	.19	.07	.19	.....	....	....	2	2	.19	.07	.19
Commercial (4)	1551	148	18	99	1816	39.11	68.93	91.41	738	59	7	24	828	27.32	31.58	24.70
Saskatoon	2972	98	2	138	3210	48.85	118.90	191.10	1525	24	1	24	1574	27.45	58.29	130.85
Provincial	1172	27	...	....	1199	11.26	44.41	118.81	705	9	....	....	714	8.00	26.44	88.52
Y.W.C.A.	.....	60	...	100	160	4.44	5.93	5.77	.....	7	....	19	26	1.41	.96	.92
Commercial (3)	1800	1	2	38	1851	33.15	68.56	66.52	820	8	1	5	834	18.04	30.89	41.41
Calgary	2246	145	6	3	2400	74.29	90.94	129.59	1508	81	6	3	1578	54.22	59.84	88.33
Commercial (5)	2246	145	6	3	2400	74.29	90.94	129.59	1508	61	6	3	1578	54.22	59.84	88.33
Edmonton	5802	394	58	40	6294	202.59	237.01	200.27	1755	123	10	1	1889	62.34	71.08	68.59
Y.W.C.A.	.....	54	...	....	54	2.50	2.00	4.27	.....	11	....	....	11	.65	.41	1.00
Commercial (10)	5802	340	58	40	6240	200.09	235.01	196.00	1755	112	10	1	1878	61.69	70.67	67.59
New Westminster	40	3	...	45	88	4.19	3.48	.88	20	2	....	45	67	.77	2.70	.40
Municipal	40	....	...	....	40	3.79	1.48	.81	20	....	....	....	20	.77	.74	.33
Y.W.C.A.	.....	3	...	45	48	.40	2.00	.07	.....	2	....	45	47	.....	1.96	.07
Vancouver	4033	394	10	430	4887	182.38	181.41	193.41	2727	126	6	165	3024	111.27	112.50	11346
Municipal	48	56	...	....	104	4.46	4.00	5.04	48	6	....	....	54	2.58	2.08	3.22
Commercial (10)	3985	338	10	430	4763	177.92	177.41	188.37	2679	120	6	165	2970	108.69	110.42	110.24
Victoria	129	188	...	68	385	16.66	14.51	11.48	80	36	....	32	148	6.72	5.59	5.23
Y.W.C.A.	.....	70	...	....	70	2.62	2.69	1.67	.....	5	....	....	5	.38	.19	.33
Commercial (7)	129	118	...	68	315	14.04	11.82	9.81	80	31	....	32	143	6.34	5.40	4.90
Total (23 centres)	40018	4546	369	1882	46815	1566.12	1781.98	2353.88	19228	1587	163	636	21612	788.33	837.48	974.78

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades as indicated by the value of building permits issued in 35 cities showed a decline in September as compared with the previous month, the total value of building permits falling from $5,018,092 in August to $2,690,821 in September, a decrease of $2,327,271, or 46.3 per cent. All the provinces except New Brunswick show decreases as compared with the previous month. As compared with the corresponding month of 1917 there was a decrease of 5.76 per cent, the value for September, 1917, being $2,855,123. In this comparison Nova Scotia and British Columbia showed increases and all the other provinces showed decreases.

Of the larger cities Montreal-Maisonneuve, Winnipeg and Vancouver showed decreases as compared with the preceding month while at Toronto there was a slight increase over the preceding month. Montreal-Maisonneuve, Toronto, Winnipeg and Vancouver showed increases as compared with September, 1917. Of the smaller centres Halifax showed a noteworthy gain over September, 1917, but a decrease as compared with August, 1918. Hamilton, Regina and Calgary showed decreases in both comparisons.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	August, 1918	September 1918	September 1917	September, 1918, compared with August, 1918 Increase (+) Decrease (—)		September, 1918, compared with September, 1917 Increase (+) Decrease (—)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	**$605,485**	**$376,185**	**$189,943**	**— 229,300**	**— 37.71**	**+ 186,242**	**+ 98.05**
Halifax	560,767	315,080	91,600	— 245,687	— 43.81	+ 223,480	+ 243.97
Sydney	44,718	61,105	98,343	+ 16,387	+ 36.65	— 37,238	— 37.86
New Brunswick	**4,500**	**25,825**	**38,600**	**+ 21,325**	**+ 473.89**	**— 12,775**	**— 33.10**
Moncton	4,500	25,825	8,400	+ 21,325	+ 473.89	+ 17,425	+ 208.44
St. John	.....	.....	30,200	.....	.....	— 30,200	— 100.
Quebec	**1,265,366**	**329,527**	**425,029**	**— 935,839**	**— 73.96**	**— 95,502**	**— 22.47**
Montreal-Maisonneuve	1,058,268	280,325	277,458	— 777,943	— 73.51	+ 5,867	+ 2.14
Quebec	85,873	9,972	84,616	— 75,901	— 88.39	— 74,644	— 88.21
Sherbrooke	54,000	8,000	8,900	— 46,000	— 85.18	— 900	— 10.11
Three Rivers	52,750	14,860	21,005	— 37,890	— 71.83	— 6,145	— 29.25
Westmount	14,475	16,370	36,050	+ 1,895	+ 13.09	— 19,680	— 54.59
Ontario	**2,037,053**	**1,410,504**	**1,715,836**	**— 626,549**	**— 30.76**	**— 305,332**	**— 17.79**
Brantford	202,290	29,695	5,785	— 172,595	— 85.32	+ 23,910	+ 413.31
Fort William	7,400	19,475	10,500	+ 12,075	+ 163.12	+ 8,975	+ 85.05
Guelph	2,480	6,891	9,010	+ 4,411	+ 17.78	— 2,119	— 23.52
Hamilton	392,194	75,000	665,140	— 317,194	— 80.88	— 590,140	— 88.72
Kingston	34,542	20,579	13,936	— 13,963	— 40.42	+ 6,643	+ 47.67
Kitchener	76,480	8,060	7,900	— 68,420	— 89.46	+ 160	+ 2.03
London	55,760	66,020	59,395	+ 10,260	+ 18.40	+ 6,625	+ 11.15
Ottawa	188,810	117,360	97,050	— 71,450	— 37.54	+ 20,310	+ 21.37
Peterborough	11,115	3,475	980	— 7,640	— 68.73	+ 2,495	+ 253.56
Port Arthur	3,638	23,860	18,128	+ 20,222	+ 555.85	+ 5,732	+ 31.62
Stratford	23,524	8,177	37,993	— 15,347	— 65.24	— 29,816	— 78.48
St. Catharines	62,580	14,416	49,653	— 48,164	— 76.96	— 35,237	— 70.95
St. Thomas	9,945	9,435	22,285	— 10	— .10	— 12,850	— 57.66
Toronto	937,405	978,111	650,271	+ 40,706	+ 4.32	+ 327,840	+ 50.42
Windsor	28,890	29,950	67,810	+ 1,060	+ 3.67	— 37,860	— 55.82
Manitoba	**413,885**	**147,100**	**148,660**	**— 266,785**	**— 64.46**	**— 1,560**	**— 1.05**
Brandon	31,535	2,250	53,860	— 29,285	— 92.86	— 51,610	— 95.82
Winnipeg	382,350	144,850	94,800	— 237,500	— 62.12	+ 50,050	+ 52.79
Saskatchewan	**285,570**	**80,215**	**137,865**	**— 205,355**	**— 71.92**	**— 57,650**	**— 41.82**
Moosejaw	14,570	17,075	10,850	+ 2,505	+ 17.19	+ 6,225	+ 57.37
Regina	237,100	20,600	22,700	— 216,500	— 91.31	— 2,100	— 9.25
Saskatoon	33,900	42,540	104,315	+ 8,640	+ 25.49	— 61,775	— 59.22
Alberta	**134,200**	**82,690**	**145,700**	**— 51,510**	**— 38.38**	**— 63,010**	**— 43.25**
Calgary	127,000	65,000	108,200	— 62,000	— 48.81	— 43,200	— 40.00
Edmonton	7,200	17,690	37,500	+ 10,490	+ 149.69	— 19,810	— 52.03
British Columbia	**272,033**	**238,775**	**53,490**	**— 33,258**	**— 12.23**	**+ 185,285**	**+ 35.63**
New Westminster	39,650	7,900	2,000	— 31,750	— 80.06	+ 5,900	+ 74.79
Vancouver	216,313	205,850	36,990	— 10,463	— 4 84	+ 168,860	+ 451.09
Victoria	16,070	25,025	14,500	+ 8,955	+ 55.72	+ 10,525	+ 72.58
Total—35 cities	**$5,018,092**	**$2,690,821**	**$2,855,123**	**— 2,327,271**	**— 46.38**	**— 164,302**	**— 5.76**

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

REPORTS from 15 cities showing the number of workers temporarily engaged and the wages paid those employees during the first pay-roll period of two weeks in September showed a decrease of not quite 3 per cent in the number of workers and a decrease of slightly more than 4 per cent in the wages paid in comparison with August. In September, 1918, 7,533 persons were temporarily employed in the two weeks, and the pay-rolls amounted to $277,373.60, as compared with 7,757 employees and an aggregate pay-roll of $289,055.80 in August.

In comparison with the same period of last year, there are indicated declines of about 22 per cent in the number of persons employed and of slightly over 7 per cent in the wages paid.

Montreal was the only city to report an increase in the number of employees in comparison with both August, 1918, and September, 1917. In respect of the pay-rolls Montreal was the only city reporting an increase as compared with August, 1918, but Montreal, Ottawa and Regina all showed increases in comparison with the pay-rolls of September, 1917.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS, SEPTEMBER, 1918, COMPARED WITH AUGUST, 1918, AND WITH SEPTEMBER, 1917.

City.	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	August, 1918	September, 1918	September, 1917	August, 1918	September, 1918	September, 1917
St. John	310	260	357	$9,957.21	$8,563.76	$9,206.58
Montreal	2,402	2,700	2,663	77,068.36	87,352.00	75,281.07
Ottawa	398	359	402	15,884.02	14,893.29	11,321.57
Toronto	1,160	1,087	1,995	45,569.91	41,059.64	57,558.16
Hamilton	462	412	516	18,359.82	17,038.67	18,201.13
London	223	220	397	7,774.72	7,225.06	12,142.22
Winnipeg	641	560	735	24,364.45	23,208.12	23,594.13
Brandon	57	49	71	2,034.56	1,576.78	2,004.70
Regina	369	306	325	16,035.65	13,105.69	11,394.33
Moosejaw	106	83	111	5,034.21	3,953.85	4,117.95
Saskatoon	233	209	302	10,795.02	9,044.17	10,786.10
Calgary	333	327	481	14,302.05	12,497.20	18,059.17
Edmonton	354	294	468	12,477.73	11,890.95	16,128.33
Vancouver	475	441	626	18,450.56	16,486.74	19,879.43
Victoria	234	226	252	10,947.53	9,477.68	10,633.83
Total	**7,757**	**7,533**	**9,701**	**$289,055.80***	**$277,373.60**	**$300,308.70**

*Revised figures.

FAIR WAGES CONTRACTS, SEPTEMBER, 1918

During September the Department of Labour received for insertion in the Labour Gazette information relative to 28 fair wage contracts, 26 of which were awarded by the Department of Public Works, and the remaining two by the Department of Railways and Canals. All but one of the contracts contained the usual fair wage clause, a fair wage schedule being contained in the other one.

Department of Public Works.—Construction of 18 Cell Building adjacent to Detention Barracks, Esquimalt, B.C. Name of contractors, Knott and Jones, Victoria, B.C. Date of contract, August 15, 1918. Amount of contract, $6,490.00.

Department of Public Works.—Extension of Breakwater and dredging of channel, Inverness, N.S. Name of contractors, Reid & Archibald, Amherst, N.S. Date of contract, August 27, 1918. Amount of contract, Unit prices.

Department of Public Works.—Wharf, Chimney Corner, N. S. Name of contractor, Thomas D. Morrison, D'Escousse, N. S. Date of contract, August 26, 1918. Amount of contract, $5,700.00.

Department of Public Works.—Breakwater, McKay's Point, N. S. Name of contractor, Alex. Gillis, Judique North, N.S. Date of contract, August 29, 1918. Amount of contract, $3,740.00.

Department of Public Works.—Supply and delivery of pig lead required in connection with water service, William Head, B.C. Name of contractors, North West Supplies, Limited, Victoria, B. C. Date of contract, August 1, 1918. Amount of contract, per ton $145.00 delivered.

Department of Public Works.—Dredging, North West Miramichi (Lawlor's Shore) N.B. Name of contractor, Peter England, Chatham, N.B. Date of contract, September 4, 1918. Amount of contract, Class "B" $0.44 cents per cu. yd. (scow meas.)

Department of Public Works.—Renewal of South Pier, Bayfield, Ont. Name of contractors, Weston Bros., Bayfield, Ont. Date of contract, September 3, 1918. Amount of contract, Unit prices.

Department of Public Works.—Fitting up of a building in Naval Yard for accommodation of Naval Cadets, Esquimalt, B.C. Name of contractors, Knott & Jones, Victoria, B.C. Date of contract, September 3, 1918. Amount of contract, $13,000.00.

Department of Public Works.—Repairs and renewals to Wharf, Metaghan, N. S. Name of contractors, A. W. Girroir & W. F. MacKinnon, Antigonish, N.S. Date of contract, September 4, 1918. Amount of contract, $3,950.

Department of Public Works.—Coaling Jetty, Esquimalt, B. C. Name of contractors, Palmer Bros., Vancouver, B.C. Date of contract, September 4, 1918. Amount of contract, $45,157.60.

Department of Public Works.—In connection with military hospital at Ste. Anne de Bellevue, Que. Name of contractor, Wm. H. McGillivray, Ottawa, Ont. Date of contract, September 11, 1918.

Contract for:	Amount of contract.
Grading and Roadwork	$5,075.00
Medical Officers' Building	32,772.00
Nurses' Building	77,782.00
Orderlies' Building	50,838.00
Storage Building	10,441.00

Department of Public Works.—Military Isolation Hospital, Halifax, (Rockhead, N.S.). Name of contractors,

Rhodes, Curry Co., Ltd., Amherst, N. S. Date of contract, August 21, 1918. Amount of contract, $63,202.00 and schedule of prices.

Department of Public Works.—Repairs to East Pier, Cobourg, Ont. Name of contractor, R. Brewder & M. H. Lynn, Cobourg, Ont. Date of contract, September 7, 1918. Amount of contract, schedule of prices.

Department of Public Works.—Alterations and additions to Public Building and Post Office Fittings, Port Colborne, Ont. Name of contractors, The J. T. Schell Co., Alexandria, Ont. Date of contract, September 13, 1918. Amount of contract, $1,500.00.

Department of Public Works.—Military Isolation Hospital, Kingston, (Ongwanada), Ont. Name of contractor, Wm. Henry Harvey, Kingston, Ont. Date of contract, September 12, 1918. Amount of contract, $34,382.00.

Department of Public Works.—Addition to South Breakwater, Battery Point, N. S. Name of contractor, W. H. Anderson, Parker's Cove, N. S. Date of contract, September 11, 1918. Amount of contract, $3,450.00.

Department of Public Works.—Protection works, being improvements to protection dyke, Laprairie, Que. Name of contractors, Noé Poupart & Apl. Duranceau, Laprairie, Que. Date of contract, September 14, 1918. Amount of contract, Unit prices.

Department of Public Works.—Temporary Barracks, Barriefield, (Lower Common) Kingston, Ont. Name of contractors, Bate, McMahon & Co., Ottawa, Ont. Date of contract, September 18, 1918. Amount of contract, $310,500. and $2.00 per cu. yd. for grading of site.

Department of Public Works.—Temporary Military Barracks, Cove-Fields, Quebec, Que. Name of contractors, Bate, McMahon & Co., Ottawa, Ont. Date of contract, September 20, 1918. Amount of contract, $293,620.00 and $1.50 per cu. yd. for grading of site.

Department of Public Works.—Temporary Barracks, London, Ont. Name of contractors, Bate, McMahon & Co., Ottawa, Ont. Date of contract, September 20, 1918. Amount of contract, $304,750.00 and $2.00 per cu. yd. for grading of site.

Department of Public Works.—Construction of water supply system from Town of Sutherland to Forest Nursery Station, in Province of Saskatchewan. Name of contractors, R. B. McLeod & R. J. Arrand, Saskatoon, Sask. Date of contract, September 17, 1918. Amount of contract, Unit prices.

Department of Public Works.—One wooden Shed, Trackage, etc., on Pier No. 3, Victoria, B.C. Name of contractor, R. Moncrieff, Vancouver, B. C. Date of contract, September 7, 1918. Amount of contract, $76,495.00.

Trade or Class of Labour.	Rates of Wages. Not less than the following rates.
Foreman carpenter	$7.50 per day of 8 hours.
Carpenters	6.60 " " 8 "
Blacksmith	6.00 " " 8 "
Blacksmith's helpers	4.50 " " 8 "
Ordinary labourers	3.85 " " 8 "
Stationary engineer	7.00 " " 8 "
Metal workers	6.00 " " 8 "
Electricians	6.00 " " 8 "
Plumbers	6.00 " " 8 "
Painters	5.50 " " 8 "
Roofers (tar and gravel)	5.00 " " 8 "
Timekpeeer	90.00 per month.
Driver, 2 horses and wagon	8.00 per day of 9 hours.

Department of Railways and Canals.—Erection of a two pocket coaling plant and approach trestle at Port Borden, P. E. I. Name of contractors, P. J. Lynch, Sydney, N. S.; F. C. Peckham, Portage du Fort, Que.; and T. C. Gorman, Afton, N. S. Date of contract, September 17, 1918. Amount of contract, $4,700 with schedule prices for additions and deductions.

Department of Railways and Canals.—Fabrication and erection of the steel superstructure for the River du Gouffre Bridge, on the Quebec & Saguenay Railway. Name of contractors, The

Canadian Bridge Company, Limited, Walkerville, Ont. Date of contract, September 17, 1918. Amount of contract, $0.0755 per lb.

Post Office Department.—The following is a statement of payments made in September for supplies ordered by the Post Office Department subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages and the performance of work under sanitary conditions:

Nature of Orders.	Amount of Orders
Making metal dating stamps and type and making other hand stamps and brass crown seals	518.75
Making rubber stamps	47.80
Supplying stamping material and repairing stamping pads	1,212.50
Supplying new mail bags and bag material	553.00
Repairing mail bags and satchels	177.03
Supplying mail bag fittings	473.00
Making and repairing miscellaneous articles of postal stores	98.15
Repairing railway mail clerks' tin travelling boxes	54.50
Supplying cloth for letter carriers' uniforms, making and supplying articles of official uniform	7,488.32

SUPPLEMENT No. 7 OF THE McADOO AWARD APPLIED TO CANADIAN RAILWAY EMPLOYEES

At the time the Canadian Railway War Board first announced its intention of applying the McAdoo Award to Canadian railway employees (see August issue, page 615) various amendments to the award were under consideration by the United States railroad administration. These amendments were subsequently made effective and applied as supplements to the original award. Following this the Canadian Railway War Board, on September 30, announced its decision to apply the principles of Supplement No. 7 of the McAdoo Award (see page 861 of this issue) to the employees of certain Canadian railways.* In general terms this means that an increase of $25 per month will be granted to all employees in the classes to which the Supplement refers. The increases will date from September 1. This is in lieu of the former somewhat complex scale of increases provided by the original McAdoo Award. Instead of adding a percentage to the wage paid for a certain kind of work on December 31, 1915, the lump sum referred to will be added to the wage paid on January 1 of this year.

It is estimated that about 75,000 clerks, station employees, stationary engine men, section men, freight handlers, labourers in shops, roundhouses, storehouses, etc., and others will be affected by the award, and that the present payroll of railways will be increased by more than twenty-two million dollars.

The Railway War Board further ordered that hereafter the eight hour day shall prevail in all railway freight sheds on and after October 15. The sheds will open at 7.30 a.m. and close at 5 p.m., except on Saturdays, when the closing hour shall be 1 o'clock. Hitherto hours have been from 7 a.m. to 5.30 or 6 p.m.

The Canadian Railway War Board's Interpretation of certain Clauses of Supplement No. 7*

In announcing its decision, the Board states that the Supplement is subject to some further interpretation of parts which are not altogether clear. In or-

*A list of these railways appeared in the Labour Gazette for September, 1918, p. 759.

*For the purpose of making further interpretations and for the adjustment of any future differences, a special committee of the Board has been appointed. See under Article 15.

der, however, to avoid delay in applying the increased rates of pay, the Supplement, with the following interpretations of certain clauses, shall be made effective as from September 1, 1918:

Article 1.

(a) This clause includes: All clerical forces, train announcers, station gatemen, freight shed checkers, car checkers, freight shed car service men, baggage and parcel room employees, train and engine crew supervisors.

This clause does not include: Any employees covered in the telegraphers' schedule, clerical forces under 18 years of age, call boys (see Article 6).

Pending the receipt of more definite information, an increase of $25.00 will be applied to the established rates of all positions as of January 1, 1918. It is understood that in a few instances this may produce decreases from rates approved under the original application of General Order No. 27.

(b) This clause covers chief clerks, freight shed foremen, sub-foremen, traffic supervisors, travelling auditors, travelling freight and passenger agents, and positions of similar character.

(c) This clause includes: Office boys, messengers, chore boys, clerical forces under 18 years of age, station and waiting room attendants regardless of age.

This clause does not include: Employees covered by telegraphers' schedule (see clause (a), Article 1), charwomen (see Articles 6 and 9), "Red Cap" porters (see Articles 6 and 9), call boys (see Articles 6 and 9).

This clause provides for an increase of $25.00 per month over the rates in effect on January 1, 1918, and establishes a minimum of $45.00 per month.

(d) This clause includes: Janitors, elevator operators, telephone switchboard operators, watchmen (office, station and warehouse).

This clause provides for an increase of $25.00 per month over the rates in effect on January 1, 1918, and establishes a minimum of $70.00 per month.

(e) This permits the continuation of the present practice of paying employees on monthly, daily and hourly, or any other basis, provided that increases on the basis of $25.00 per month, 96 cents per day or 12 cents per hour are added to the rates in effect on January 1, 1918.

Article 2.

(b) For chief stationary engineers and all stationary engineers (steam), this clause provides for an increase of $25.00 per month over the rates in effect on January 1, 1918, and establishes a minimum of $110.00 per month.

(c) For stationary firemen and power house oilers this clause provides for an increase of $25.00 per month over the rates in effect on January 1, 1918, and establishes a minimum of $90.00 per month.

Article 3.

Covered by Canadian Railway War Board Wage Agreement No. 1, Article 7, clause (b).

Article 4.

Operators of power driven transfer tables are covered by Canadian Railway War Board Wage Agreement No. 1, Article 7, clause (e).

For employees regularly assigned to operate power driven turntables this clause provides for an increase of 12 cents per hour over the rates in effect on January 1, 1918, and establishes a minimum of 33 cents per hour and a maximum of 45 cents per hour.

Article 5.

(a) This clause includes: Engine watchmen, engine wipers, fire builders, ashpit men, boiler washer's helpers, flue borers, coal passers, coal chute men, hostler's helpers, truckers, stowers, shippers, coopers, derrick men (freight yard) car sealers, freight shed car service men's helpers, employed in and

around shops, roundhouses, stations, storehouses and warehouses, and provides for an increase of 12 cents per hour over the rates in effect on January 1, 1918, and establishes a minimum of 31 cents per hour and a maximum of 43 cents per hour.

(b) For all unclassified labour employed in and around shops, roundhouses, stations, storehouses and warehouses, this clause provides for an increase of 12 cents per hour over the rates in effect on January 1, 1918, and establishes a minimum of 28 cents per hour and a maximum of 40 cents per hour.

Article 6.

This article includes: Chief draughtsmen, draughtsman, call boys, "Red Cap" porters (except as covered by Article 9), charwomen (except as covered by Article 9).

For those and all other monthly, weekly or daily rated employees in the departments covered by Supplement 7, and not otherwise provided for, this article provides for an increase on the basis of $25.00 per month over the rates in effect on January 1, 1918.

This article does not include restaurant help, sleeping, parlour and dining car employees, when employed on cars in train service.

To these employees, General Order 27 will apply except as provided by Supplement No. 2.

Article 8.

(a) As already stated, it is understood that in a few cases this may produce decreases from rates approved under the original application of General Order 27.

This clause requires the maintenance permanently of rates established for positions under Supplement No. 7. If, however, the duties required in any position are changed, the compensation for the position may be changed in conformity therewith. [See Article 1, clause (f)].

Article 10.

This article definitely establishes the eight hour day, and when and where practicable the working hours of the day for all classes of employees covered by Supplement 7 should be limited to eight consecutive hours, exclusive of the meal period. Regular working hours for the various classes of employees at the different points should be established and reasonable notice of any change (not less than 48 hours) should be given.

In view of the fact that Supplement No. 7 does not clearly set forth how monthly or daily rates are to be arrived at for the basic eight hour day pending the issue of any further interpretation, monthly or daily rates in effect as of January 1, 1918, covering more than eight hours' service per day, should be converted to an eight hour basis and increases of $25.00 per month and 96 cents per day respectively added thereto, resulting rates to cover eight hours' service per day. The examples shown below are worked out on this basis. This basis is justified by the language of Article 5, which, for hourly rated men provides increased compensation *per hour* on rates employees were receiving *per hour* as of January 1, 1918.

The principle of converting monthly and daily rates to an eight hour basis is confirmed by the method set forth in Article 3, General Order 27, for applying basic eight hour day rules.

Examples:

Method of applying Basic 8-Hour day Rules.

(1) Position which on January 1st, 1918, paid $2.00 per 9-hour day.

Old rate for 9 hours service $2.00.
Old rate for 8 hours (8/9 of $2.00)—$1.78.
New rate for 8 hour basic day $1.78 plus 96c (8 hours at 12c)—$2.74.
If employees continue to work 9 hours per day, wages would be $2.74 plus one hour overtime at 34¼ cents (1/8 of $2.74)—$3.08.

(2) Position which on January 1st, 1918, paid $2.40 per 10 hour day.

Old rate for 10 hours service $2.40.
Old rate for 8 hours (8/10 of $2.40)—$1.92.
New rate for 8 hour basic day $1.92 plus 95c (8 hours at 12c)—$2.88.

If employee continues to work ten hours per day, wages would be $2.88 plus 2 hours overtime at 36c (1/8 of $2.88) 72c—Total $3.60.

(3) Position which on January 1st, 1918, paid $75.00 per month working ten hours per day for 26 working days.

Old rate for month's service $75.00.

Old rate for 8 hours (8/10 of $75.00) —$60.00.

New rate per month for 8 hour basic day ($60.00 plus $25.00)—$85.00.

If employee continues to work ten hours per day, wages would be $85.00 plus 52 hours overtime at $40.87c ($85.00 divided by 208 hours) —$21.25—Total $106.25.

(4) Position which on January 1st, 1918, paid $100.00 per month working 11 hours per day for 31 woring days.

Old rate for month's service $100.00.

Old rate for 8 hours (8/11 of $100.00) —$72.73.

New rate per month for 8 hour basic day ($72.73 plus $25.00)—$97.73.

If employee continues to work 11 hours per day, wages would be $97.73 plus 62 hours overtime at 39.4c ($97.73 divided by 248 hours) and 31 hours overtime at 59.1c (one and one-half times 39.4c) $42.75. Total $140.48.

If we consider a 30 day month in place of a 31 day month as above and the employee continues to work 11 hours per day, wages would be $97.73 plus 60 hours overtime at 40.7c ($97.73 divided by 240 hours) and 30 hours at 61.1c (one and one-half times 40.7c) $42.75.—Total $140.48.

Article 11.

(a) This clause requires the payment of overtime after eight hours' work on any day for all classes of employees covered by Supplement No. 7, but only at a pro rata rate (except where there is an existing agreement or practice more favourable to the employee) for the ninth and tenth hours of continuous service, exclusive of the meal period, and at the rate of time and one-half after ten hours' work. [See Article 14, clause (a)]. Pay for overtime should not be allowed unless specifically ordered to be worked.

With reference to the last sentence in clause (a) it is permissible and preferable to pay for the actual hours and fractions thereof complete at the end of each pay period instead of carrying forward the fractions of hours.

(b) This clause is applicable only when employees have been called after they have gone off duty for the day. When service is continuous, except for the meal period, this clause does not apply.

Articles 12 and 13.

It is intended that for employees not already covered by schedule agreements the spirit of the regulations should be applied. See under Article 15.

Article 15.

The Canadian Railway War Board have approved a special committee, consisting of:

George Hodge, assistant to the general manager, Canadian Pacific Railway;

J. Coleman, superintendent, car department, Grand Trunk Railway;

A. E. Crilly, assistant to the general manager, Canadian Government Railways.

This committee will consider further interpretations of Supplement 7 to General Order 27 and make recommendations for uniform practice in connection therewith. If any questions arise on any railway as to the intent of this supplement or interpretations, no action should be taken until such questions have been referred to the Canadian Railway War Board. This committee will deal with these questions as submitted and copies of the questions and rulings thereon will be forwarded to all railways connected with the Canadian Railway War Board.

In the event of employees being unable to adjust any differences with the heads of their departments in accordance with the method established by Article 13, such differences may be referred to the Canadian Railway War Board for consideration and decision by this special committee.

FURTHER AMENDMENTS TO THE McADOO AWARD IN THE UNITED STATES

In the September issue of the Labour Gazette it was stated that four amendments in the form of supplements had been made to General Order No. 57 —the McAdoo Award—of the Director General of Railroads in the United States. The following four additional supplements have since been made to the General Order.

Supplement No 5.

Supplement No. 2 applied the original McAdoo Award to the employees of the operating department of the Pullman Company; and the terms and conditions of Supplement No. 4 to the Award is now also applied to these employees by means of Supplement No. 5, which is as follows:

Effective August 1, 1918, wages, hours and other conditions of employment of employees of the operative department of the Pullman Company will be the same as those in Supplement No. 4 to General Order No. 27 for corresponding classes of railroad employees, but none of the provisions named therein will be retroactive prior to August 1, 1918.

Supplement No 6.

This supplement has to do with the interpretations placed upon the Director General's wage orders and provides that in cases where employees and officials disagree upon any such interpretation that "a joint statement quoting the language of the wage order, and including the contentions of employees and the contentions of officials, will be transmitted to the Director of Labour, who will record and transmit same to the Board of Railroad Wages and Working Conditions, which will promptly investigate and make recommendation to the Director General. Upon the receipt of the interpretation from the Director General, the Director of Labour will transmit such interpretation to the various Railway Boards of Adjustment for their information and guidance in the application of such interpretation to existing conditions."

Supplements No. 7 and No. 8

These supplements were issued in accordance with recommendations made by the Board of Railway Wages and Working Conditions in order to stabilize wages and remove inequalities occurring in General Order No. 27. Certain basic minimums are established and the wage increases, as compared with wages paid on January 1, 1918, amount to about $25 per month for employees paid on a monthly basis and 12 cents per hour for employees paid on an hourly basis.

Under these supplements eight hours is established as the basic day with overtime up to ten hours on a pro rata basis, while overtime above ten hours is to be paid at one and one half the regular rate. Promotions shall be based on ability, merit and seniority; and in cases where ability and merit are sufficient, seniority shall govern. In the case of higher officials however, the management is to be judge as to promotions.

In reference to grievances the supplements specify that an employee who has been disciplined, or who considers himself unjustly treated, must be given a fair hearing by his immediate superiors if he requests this in writing within five days. A decision must be rendered within a week, and the employee may then appeal to the next higher official. In these proceedings he may be assisted by a committee of his fellow employees. These rules are said to have been framed with the idea of giving unorganized clerical forces the same measure of protection as that already obtained through unions for other classes of employees. General order No. 27 is now cancelled in so far as it applies to the classes of employees covered by the supplements.

Supplement No. 7 affects all clerks, station employees, stationary enginemen, boiler washers, power transfer and

turntable operators, and common labourers in shops, roundhouses, stations, storehouses and warehouses. It contains general rules for promotion and adjustments of grievances.

Supplement No. 8 affects all maintenance of way department employees working on tracks, bridges, and buildings, and includes painters, mason and concrete workers, water-supply employees, plumbers, etc.

The full texts of the two supplements follow:

Text of Supplement No. 7

Effective September 1, 1918, superseding General Order No. 27, and in lieu thereof, as to the employees herein named, the following rates of pay and rules for overtime and working conditions for all clerical forces in all departments, and for certain employees in stations, storage, or terminal warehouses, docks, storehouses, shops, and yards upon railroads under Federal control are hereby ordered:

Article I.—Rates of Pay

(a) For all employees who devote a majority of their time to clerical work of any description, including train announcers, gatemen, checkers, baggage and parcel room employees, train and engine crew callers, and the operators of all office or station equipment devices (excepting such as come within the scope of existing agreements or those hereafter negotiated with the railroad telegraphers) establish a basic minimum rate of $62.50 per month; and to this basic minimum rate and all rates of $62.50 and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add $25 per month, establishing a minimum rate of $87.50 per month.

(b) This order shall apply to chief clerks, foremen, subforemen, and other similar supervisory forces of employees herein provided for.

(c) For office boys, messengers, chore boys, and other employees under 18 years of age filling similar positions, and station attendants establish a basic minimum rate of $20 per month, and to this basic minimum rate and all rates of $20 per month and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add $25 per month, establishing a minimum rate of $45 per month.

(d) For all other employees not otherwise classified, such as janitors, elevator and telephone switchboard operators, office, station and warehouse watchmen, establish a basic minimum rate of $45 per month, and to this basic minimum rate and all rates of $45 per month and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add $25 der month, establishing a minimum rate of $70 per month.

(e) The same increases provided for in sections (a), (b), (c), and (d) of this article shall apply to employees named therein paid on any other basis

(f) The wages for new positions shall be in conformity with the wage for positions of similar kind or class where created.

Article II.—Stationary Engineers (Steam) Firemen, and Power-House Oilers.

(a) For all stationary engineers (steam), establish a basic minimum rate of $85 per month, and to this basic minimum rate, and all rates of $85 and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add $25 per month, establishing a minimum rate of $110 per month.

(b) This order shall apply to chief stationary engineers.

(c) For all stationary firemen and power-house oilers, establish a basic minimum rate of $65 per month, and to this basic minimum rate, and all rates of $65 and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add $25 per month, establishing a minimum rate of $90 per month.

Article III.—Locomotive Boiler Washers.

For all locomotive boiler washers who were on January 1, 1918, prior to the application of General Order No. 27, receiving less than 26 cents per hour, establish a basic minimum rate of 26 cents per hour, and to this basic minimum rate and all hourly rates of 26 cents and above, add 12 cents per hour, establishing a minimin rate of 38 cents per hour, provided that the maximum shall not exceed 50 cents per hour.

Article IV.—Power Transfer and Turntable Operators.

For all operators of power-driven transfer and turntables who were on January 1, 1918, prior to the application of General Order No. 27, receiving less than 21 cents per hour, establish a basic minimum rate of 21 cents per hour, and to this basic minimum rate, and all hourly rates of 21 cents and above, add 12 cents per hour, establishing a minimum rate of 33 cents per hour, provided that the maximum shall not exceed 45 cents per hour.

Article V.—Shop, Roundhouse, Station, Storehouse, and Warehouse Employees, (Except Employees Provided for in Harbour Awards.)

(a) For all labourers employed in and around shops, roundhouses, stations, storehouses, and warehouses (except employees provided for in harbour awards), such as engine watchmen and wipers, fire builders, ash pitmen, boiler washer helpers, flue borers, truckers, stowers, shippers, coal passers, coal-chute men, etc., who were on January 1, 1918, prior to the application of General Order No. 27, receiving less than 19 cents per hour, establish a basic minimum rate of 19 cents per hour, and to this basic minimum rate, and all hourly rates of 19 cents and above, add 12 cents per hour, establishing a minimum rate of 31 cents per hour, provided that the maximum shall not exceed 43 cents per hour.

(b) For all common labour in the departments herein referred to and not otherwise provided for, who were on January 1, 1918, prior to the application of General Order No. 27, receiving less than 16 cents per hour, establish a basic minimum rate of 16 cents per hour, and to this basic minimum rate and all hourly rates of 16 cents and above add 12 cents per hour, establishing a minimum rate of 28 cents per hour, provided that the maximum shall not exceed 40 cents per hour.

Article VI.—Monthly, Weekly, or Daily Rates.

For all monthly, weekly, or daily rated employees in the departments herein referred to, and not otherwise provided for, increase the rates in effect as of January 1, 1918, prior to the application of General Order No. 27, on the basis of $25 per month.

Article VII.—Maximum Monthly Wage.

No part of the increases provided for in this order shall apply to establish a salary in excess of $250 per month.

Article VIII.—Preservation of Rates.

(a) The minimum rates, and all rates in excess thereof, as herein established, and higher rates which have been authorized since January 1, 1918, except by General Order No. 27, shall be preserved.

(b) Employees temporarily or permanently assigned to higher rated positions shall receive the higher rates while occupying such positions; employees temporarily assigned to lower rated positions shall not have their rates reduced.

Article IX.—Exception.

The provisions of this order will not apply in cases where amounts less than $30 per month are paid to individuals for special service which only takes a portion of their time from outside employment or business.

Article X.—Hours of Service.

Eight consecutive hours, exclusive of the meal period, shall constitute a day's work.

Article XI.—Overtime and Calls.

(a) Where there is no existing agreement or practice more favorable to the employees, overtime shall be computed for the ninth and tenth hour of continuous service pro rata on the actual minute basis and thereafter at the rate of time and one-half time. Even hours will be paid for at the end of each pay period; fractions thereof will be carried forward.

(b) When notified or called to work, outside of established hours, employees will be paid a minimum allowance of three hours.

(c) Employees will not be required to suspend work during regular hours to absorb overtime.

Article XII.—Promotion and Seniority.

(a) Promotions shall be based on ability, merit, and seniority. Ability and merit being sufficient, seniority shall prevail except, however, that this provision shall not apply to the personal office forces of such officers as superintendent, train master, division engineer, master mechanic, general freight or passenger agent, or their superiors in rank and executive officers. The management shall be the judge, subject to an appeal as provided in Article XIII.

(b) Seniority will be restricted to each classified department of the general and other offices and of each superintendent's or master mechanic's division.

(c) Seniority rights of employees referred to herein—to (1) new positions; (2) vacancies—will be governed by paragraphs (a) and (b) of this article.

(d) Employees declining promotion shall not lose their seniority.

(e) Employees accepting promotion will be allowed 30 days in which to qualify, and failing will be returned to former position without loss of seniority.

(f) New positions or vacancies will be promptly bulletined for a period of five days in the departments where they occur. Employees desiring such positions will file their aplications with the designated official within that time, and an appointment will be made within 10 days thereafter. Such position or vacancy may be filled temporarily pending an assignment. The name of the appointee will immediately thereafter be posted where the position or vacancy was bulletined.

(g) In reducing forces seniority shall govern. When forces are increased employees will be returned to the service and positions formerly occupied in the order of their seniority. Employees desiring to avail themselves of this rule must file their names and addresses with the proper official. Employees failing to report for duty or give satisfactory reason for not doing so within seven days from date of notification will be considered out of the service.

(h) A seniority roster of all employees in each classified department, who have been in the service six months or more, showing name, date of entering the service, and the date of each promotion or change, will be posted in a place accessible to those affected.

(i) The roster will be revived and posted in January of each year, and shall be open to correction for a period of 60 days from date of posting, on presentation of proof of error by an employee or his representative. The duly accredited representative of the employee shall be furnished with a copy of roster upon written request.

Article XIII.—Discipline and Grievances.

(a) An employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior within five days of the date of the advice of discipline, and

the hearing shall be granted within five days thereafter.

(b) A decision will be rendered within seven days after the completion of hearing. If an appeal is taken, it must be filed with the next higher official, and a copy furnished the official whose decision is appealed within five days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section.

(c) At the hearing or on the appeal the employee may be assisted by a committee of employees or by one or more duly accredited representatives.

(d) The right of appeal by employees or representatives, in regular order of succession and in the manner prescribed up to and inclusive of the highest official designated by the railroad, to whom appeals may be made, is hereby established.

(e) An employee on request will be given a letter, stating the cause of discipline. A transcript of evidence taken at the investigation or on the appeal will be furnished on request to the employee or representative.

(f) If the final decision decrees that charges against the employee were not sustained, the record shall be cleared of the charge; if suspended or dismissed, the employee shall be returned to former position and paid for all time lost.

(g) Committees of employees shall be granted leave of absence and free transportation for the adjustment of differences between the railroad and the employees.

Article XIV.—Rules for Application of This Order.

(a) It is not the intention of this order to change the number of days per month for monthly paid employees. The increases per month provided for herein shall apply to the same number of days per month which were worked as of January 1, 1918.

(b) The pay of female employees for the same class of work shall be the same as that of men, and their working conditions must be healthful and fitted to their needs. The laws enacted for the government of their employment must be observed.

Article XV.—Interpretation of This Order

The rates of pay and rules herein established shall be incorporated into existing agreements and into agreements which may be reached in the future, on the several railroads, and should differences arise between the management and the employees of any of the railroads as to such incorporation, intent, or application of this order prior to the creation of additional railway boards of adjustment, such questions of difference shall be referred to the director of the division of labour for decision, when properly presented, subject always to review by the Director General.

Agreements or practices, except as changed by this order, remain in effect.

W. G. McAdoo,
Director General of Railroads.

Text of Supplement No. 8

Effective September 1, 1918, superseding General Order 27, and in lieu thereof as to the employees herein named, the following rates of pay and rules for overtime and working conditions for all employees in the maintenance of way department (except mechanics and helpers where provided for in Supplement No. 4, General Order No. 27, and clerical forces) upon railroads under Federal control are hereby ordered:

Article 1.—Rates of Pay.

(a) For all building, bridge, painter, signal and construction, mason and concrete, water supply, maintainer, and plumber foremen, establish a basic minimum rate of $90 per month, and to this basic minimum rate and all rates of $90 per month and above, in effect as of January 1 1918, prior to the application of General Order No. 27, add $25 per month, establishing a minimum rate of $115 per month.

(b) For all assistant building, bridge, painter, signal and construction, mason and concrete water supply, maintainer, and plumber foremen, and for coal wharf, coal chute, and fence gang foremen, pile driver, ditching and hoisting engineers, and bridge inspectors, establish a basic minimum rate of $80 per month, and to this basic minimum rate and all rates of $80 per month and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add $25 per month, establishing a minimum rate of $105 per month.

(c) For all track foremen establish a basic minimum rate of $75 per month, and to this basic minimum rate and all rates of $75 per month and above in effect as of January 1, 1918, prior to the application of General Order No. 27, add $25 per month, establishing a minimum rate of $100 per month.

(d) Rates of pay for all assistant track foremen will be five cents per hour in excess of the rate paid labourers whom they supervise.

(e) For all mechanics in the maintenance of way and bridge and building departments, where not provided for in Supplement No. 4 to General Order No. 27, who were on January 1, 1918, prior to the application of General Order No. 27, receiving less than 40 cents per hour, establish a basic minimum rate of 40 cents per hour, and to this basic minimum rate and all rates of 40 cents per hour and above add 13 cents per hour, establishing a minimum rate of 53 cents per hour.

(f) For helpers to all mechanics in the maintenance of way and bridge and building departments, where not provided for in Supplement No. 4 to General Order No. 27, who were on January 1, 1918, prior to the application of General Order No. 27, receiving less than 30 cents per hour, establish a basic minimum rate of 30 cents per hour, and to this basic minimum rate and all hourly rates of 30 cents per hour and above add 13 cents per hour, establishing a minimum rate of 43 cents per hour.

(g) For track labourers and all other classes of maintenance of way labour not herein named,

who on Jnauary 1, 1918, prior to the application of General Order No. 27, were receiving less than 16 cents per hour, establish a basic minimum rate of 16 cents per hour, and to this basic minimum rate and all hourly rates of 16 cents per hour and above add 12 cents per hour, establishing a minimum rate of 28 cents per hour, provided that the maximum shall not exceed 40 cents per hour.

(h) For drawbridge tenders and assistants, pile driver, ditching and hoisting firemen, pumper engineers and pumpers, crossing watchmen or flagmen, lamplighters and tenders, add to the rate in effect as of January 1, 1918, prior to the application of General Order No. 27, $25 per month.

(i) The wages for new positions shall be in conformity with the wages for positions of similar kind or class in department where created.

Article II.—Monthly, Weekly, or Daily Rates.

For all monthly, weekly, or daily rated employees in the departments herein referred to, and not otherwise provided for, increase the rates in effect as of January 1, 1918, prior to the application of General Order No. 27, on the basis of $25 per month.

Article III.—Maximum Monthly Rate.

No part of the increases herein specified shall be applied to establish a salary in excess of $250 per month.

Article IV.—Preservation of Rates.

(a) The minimum rates, and all rates in excess thereof, as herein established, and higher rates which have been authorized since January 1, 1918, except by General Order No. 27, shall be preserved.

(b) Employees temporarily or permanently assigned to higher rated positions shall receive the higher rates while occupying such positions; employees temporarily assigned to lower rated positions shall not have their rates reduced.

Article V.—Exception.

The provisions of this order will not apply in cases where amounts less than $30 per month are paid to individuals for special service which only takes a portion of their time from outside employment or business.

Article VI.—Hours of Service.

Eight consecutive hours, exclusive of the meal period, shall constitute a day's work.

Article VII.—Overtime and Calls.

(a) Where there is no existing agreement or practice more favorable to the employees, overtime shall be computed for the ninth and tenth hour of continuous service pro rata on the actual minute basis, and thereafter at the rate of time and one-half time. Even hours will be paid for at the end of each pay period; fractions thereof will be carried forward.

(b) When notified or called to work outside of established hours, employees will be paid a minimum allowance of three hours.

(c) Employees will not be required to suspend work during regular hours to absorb overtime.

Article VIII.—Promotion and Seniority Rights.

(a) Promotions shall be based on ability, merit, and seniority. Ability and merit being sufficient, seniority shall prevail. The management shall be the judge, subject to an appeal as provided for in Article IX.

(b) The seniority rights of labourers, as such, will be restricted to their gangs, except where gang is abolished they may displace labourers in other gangs, who are junior in service.

(c) Except as provided for in section (b) of this article, the seniority rights of employees referred to herein—to (1) new positions; (2) vacancies—will be governed by section (a) of this article, and will be restricted to the maintenance division upon which employed.

(d) Employees declining promotion shall not lose their seniority.

(e) Employees accepting promotion will be allowed 30 days in which to qualify, and failing will be returned to former position without loss of seniority.

(f) New positions or vacancies will be promptly bulletined for a period of five days at the tool house or in the department where they occur. Employees desiring such positions will file their applications with the designated official within that time and the appointment will be made within 10 days thereafter. Such position or vacancy may be filled temporarily pending assignment. The name of the appointee will immediately thereafter be posted where the position or vacancy was bulletined.

(g) In reducing forces, seniority shall govern; foremen will displace other foremen who are their junior in service before displacing labourers. When forces are increased, employees will be returned to the service and positions formerly occupied in the order of their seniority. Employees desiring to avail themselves of this rule must file their names and addresses with the proper official. Employees failing to report for duty or to give satisfactiory reason for not doing so within seven days from date of notification will be considered out of the service.

(h) Employees furloughed for six months or less will retain their seniority.

(i) A seniority roster of all employees in each classified department, showing name, date of entering the service, and date of promotion, will be posted in a conspicuous accessible place in each roadmaster's or supervisor's office. The names of labourers who have been in the service at least six months prior to date roster is posted or revised will be shown, with their relative standing and the date they entered the service.

(j) The roster will be revised and posted in January of each year, and shall be open to correction for a period of 60 days after date posted on presentation of proof of error by an employee

or representative. A copy will be furnished to each foreman or duly accredited representative upon request.

Article IX.—Discipline and Grievances.

(a) An employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior within five days of date of advice of discipline, and the hearing shall be granted within five days thereafter.

(b) A decision will be rendered within seven days after completion of hearing. If an appeal is taken it must be filed with the next higher official and a copy furnished the official whose decision is appealed within five days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section.

(c) At the hearing, or on the appeal, the employee may be assisted by a committee of employees or by one or more duly accredited representatives.

(d) The right of appeal by employees or representatives, in regular order of succession and in the manner prescribed, up to and inclusive of the highest official designated by the railroad to whom appeals may be made, is hereby established.

(e) An employee on request will be given a letter stating the cause of discipline. A transcript of the evidence taken at the investigation or on the appeal will be furnished on request to the employee or representative.

(a) If the final decision decrees that charges against employee were not sustained the record shall be cleared of the charge; if suspended or dismissed, the employee shall be returned to former position and paid for all time lost.

(g) Committees of employees shall be granted leave of absence and free transportation for the adjustment of differences between the railroad and the employee.

Article X.—General Rules.

(a) For main line, branch line, and yard section men the day's work will start and end at point designated to report for duty at their respective sections or yards.

(b) Employees taken from their regular assignment or outfit to work temporarily elsewhere will be furnished with board and lodging at the railroad's expense.

(c) Unless they so desire, except in emergency, employees shall not be transferred from one division to another.

Article XI.—Rules for Application of this order.

(a) It is not the intention of this order to change the number of days per month for monthly paid employees. The increases per month provided for herein shall apply to the same number of days per month which were worked as of January 1, 1918.

(b) The pay of female employees, for the same class of work, shall be the same as that of men, and their working conditions must be healthful, and fitted to their needs. The laws enacted for the government of their employment must be observed.

Article XII.—Interpretation of this order.

The rates of pay and rules herein extablished shall be incorporated into existing agreements and into agreements which may be reached in the future, on the several railroads, and should differences arise between the management and the employees of any of the railroads as to such incorporation, intent or application of this order prior to the creation of additional railway boards of adjustment, such questions of difference shall be referred to the director of the division of labour for decision, when properly presented, subject always to review by the Director General.

Agreements or practices except as changed by this order remain in effect.

W. G. McAdoo,
Director General of Railroads.

AWARD OF WAR LABOUR BOARD OF THE UNITED STATES AFFECTING MOULDERS AND FOUNDRYMEN

SOME time ago a dispute over wages and hours of labour affecting moulders and foundrymen of Wheeling, West Virginia, was referred to the United States National War Labour Board for settlement. The Board agreed: (1) that eight hours constitute a day's work for all moulders and coremakers; (2) that the wage rate be $6.50 for the basic eight-hour working day; (3) that all overtime be paid for at the rate of time and one-half; (4) that Sundays and legal holidays be paid for at the rate of double time. The Board, however, could not agree on the point whether the eight-hour day should be considered merely as a basis for determining wages, or as a limit beyond which the men should not go except in emergencies. The question was referred to Chief Justice Walter Clark of the North Carolina Supreme Court as arbiter, who delivered his decision in September. This decision was based on the proclamation

of President Wilson creating the National War Labour Board, which provided, among other things, that "The basic eight-hour day is recognized as applying in all cases in which existing law requires it. In all other cases the question of hours of labour shall be settled with due regard to governmental necessities and the welfare, health and proper comfort of the workers." It was held by Justice Clark that the welfare, health and comfort of moulders and foundrymen demanded an eight-hour day, and this fact having been established it was necessary for the arbiter to devise a means to prevent a too easy appeal to the cupidity of some workers, and yet provide for a temporary suspension of the rule in order to meet emergencies. "Such emergencies," he said, "can ordinarily be met by the adoption of the three-shift system or an increase in machinery. It is better that the machinery be worn out than the bodies of the employees. Man passes through this world but once, and he is entitled, in the language of the great Declaration, to some 'enjoyment of life, liberty, and pursuit of happiness.'" On the basis of these principles the following decision was delivered by him:

(1) Overtime shall be paid for at the rate of time and one-half for all hours in excess of eight hours, with double time for Sundays and holidays.

(2) The question whether or not an emergency exists, together with the length of time over which such emergency may extend, and the number of extra hours per day, shall be determined by an agreement between the management and the working moulders in the shop.

(3) For the purpose of effectuating this agreement a permanent committee of four persons is hereby created, two of whom shall be designated by the management of the plant and two by the working moulders in the shop, the assent of at least three of whom shall be necessary for permission to work more than eight hours in any day of 24 hours.

An interesting sequel to this decision was an announcement of the United States Steel Corporation that the eight-hour day would be made operative, as the basis for fixing wages, with its whole army of workmen.

PRICES, RETAIL AND WHOLESALE, IN CANADA, SEPTEMBER, 1918, AND IN OTHER COUNTRIES

THERE was little change in wholesale prices, as reflected in the Department's Index Number for September, the increases in some commodities being offset by the decreases in grains, fruits, potatoes, and dressed lamb. Flour showed an advance over the previous month, also coffee, sugar, glucose and honey. Among the textiles, cotton, increased, and flax products, also table oilcloth. Anthracite coal at Montreal was higher in price and matches showed a slight gain. Tin ingots fell in price, while iron and steel were higher. Prepared paints declined, putty and rosin showed considerable increases. Raw furs rose also several points.

The Index Number of wholesale prices is based upon the quotation of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100. In September, the Index Number stood at 285.3 as compared with 284.3 in August of this year, and with 246.1 in September, 1917, 183.4 in September, 1916, 150.3 in September, 1915., 141.3 in September, 1914, and 134.4 in September, 1913.

In retail prices, the average cost of a weekly budget of staple foods was

$13.31 as compared with $13.41 in August, 1918, and $11.65 in September, 1917, $8.97 in September, 1916, and $7.83 in September, 1914. The chief decrease was in the price of potatoes, all the provinces but Quebec showing a considerable decline. Beef averaged lower, also mutton, but sugar was quoted higher in all the provinces. Coal increased generally, particularly in the western provinces. Ontario showed a slight decline, but there was an increase in the Dominion average for fuel and lighting, while rents showed a little falling off in Quebec and Saskatchewan, and an advance in British Columbia.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood, and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the Labour Gazette from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen..

Retail Prices

Beef was downward, the price falling in several of the cities east of Fort William. Pork products and mutton were steady. Lard was higher in several of the cities. Fresh eggs were higher in many of the cities, but storage eggs came on the market in several of the cities, reducing the average. Milk was higher, being up in several of the cities. Butter was slightly higher, being up in several of the cities throughout the country. Sugar showed advances in many of the cities. Flour was slightly higher. Potatoes were considerably lower throughout the Dominion; advances, however, occurred in some of the cities. Anthracite coal was higher in several of the cities, but in other cases there were slight reductions. Bituminous coal was higher in several of the cities, particularly in the West. Wood showed little change. Rent decreased in Moose Jaw, Sask., and advanced at Victoria, B.C.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1916	1917	Sept. 1914	Sept. 1915	Sept. 1916	Sept. 1917	Aug.† 1918	Sept. 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	60.2	50.6	48.4	52.4	62.4	78.6	77.4
Beef, shoulder, roast	2 "	19.6	24.6	26.9	27.8	28.0	29.6	34.0	41.3	35.0	33.2	35.0	43.4	57.2	55.4
Veal, roast, forequarter	1 "	10.0	11.3	12.3	14.0	14.4	15.7	18.7	22.7	18.0	17.6	19.8	23.6	28.3	27.6
Mutton, roast, hindq'	1 "	11.3	12.2	16.3	13.9	17.8	19.1	23.3	28.1	21.4	20.9	23.8	29.2	37.4	36.8
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.9	29.6	20.8	19.6	22.8	31.9	37.9	39.3
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	53.5	37.4	35.8	39.2	57.2	70.2	70.0
Bacon, breakfast	1 "	15.4	17.8	24.5	23.3	22.5	24.7	28.8	38.5	26.7	26.8	29.9	41.7	51.2	51.1
Lard, pure leaf	2 "	26.2	28.2	40.6	36.0	35.9	33.4	40.4	59.4	37.4	35.8	41.0	63.0	73.6	74.0
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	48.9	31.7	29.8	37.2	50.7	53.6	55.7
Eggs, storage	1 "	20.2	23.4	28.4	27.9	31.2	23.1	32.7	42.4	30.1	27.7	33.7	46.4	57.0	50.8
Milk	6 qts.	36.6	39.6	43.0	49.2	49.0	51.6	52.6	62.2	50.4	50.4	52.2	62.4	72.0	74.4
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	86.4	58.0	58.0	68.4	84.8	93.4	95.8
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.0	33.8	33.3	38.9	47.3	52.3	52.8
Cheese, old	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	33.0	21.1	24.0	26.3	33.4	33.4	33.3
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	30.4	20.1	21.1	23.0	30.6	30.8	31.0
Bread, plain, white	15 "	55.5	53.5	66.0	64.5	30.0	61.5	74.3	104.4	66.0	69.0	78.0	109.5	117.0	117.0
Flour, family	10 "	25.0	28.0	33.8	32.0	34.0	32.0	41.7	64.2	38.0	36.0	43.0	68.0	67.0	68.0
Rolled oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	30.5	24.5	24.5	24.5	32.5	40.0	40.0
Rice, good medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	13.2	12.2	13.6	18.8	23.8	23.8
Beans, handpicked	2 "	3.6	9.7	10.3	10.4	11.6	12.4	19.5	29.8	13.4	14.8	19.8	33.0	33.6	33.8
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	13.7	12.0	13.4	16.2	23.3	23.2
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	15.4	13.2	13.1	13.1	15.9	18.1	18.3
Sugar, granulated	4 "	21.6	22.0	24.6	24.0	26.6	23.8	35.8	39.9	29.6	31.2	36.4	42.4	44.8	47.2
Sugar, yellow	2 "	10.0	9.3	10.8	11.0	12.8	11.0	16.6	13.5	13.6	15.2	17.0	19.4	20.6	21.8
Tea, black, medium	½ "	3.2	3.3	3.7	3.9	3.8	3.9	9.0	11.5	9.9	9.6	9.9	12.2	15.2	15.2
Tea, green, medium	½ "	8.7	8.7	9.1	9.4	8.5	8.3	18.2	11.3	9.8	9.9	10.3	11.9	14.5	14.5
Coffee, medium	½ "	3.6	8.8	8.9	9.2	9.3	9.4	9.8	10.1	10.1	9.9	9.9	10.1	11.3	11.4
Potatoes	2 pks	24.1	28.0	30.3	44.6	48.3	36.9	58.7	39.2	34.3	33.2	63.2	66.3	89.7	70.7
Vinegar, white wine	½ qt.	.7	.7	.7	.7	.8	.8	.3	.8	.8	.7	.8	.8	.9	.9
All foods		$5.48	$5.96	$8.95	$7.14	$7.34	$7.34	$8.79	$11.42	$7.33	$7.74	$8.96	$11.65	$13.41	$13.31
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	½ lb.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.2	3.2	3.3	4.3	4.7	4.8
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.8	46.8	67.0	53.5	52.5	57.2	68.5	74.9	77.9
Coal, bituminous	" "	31.1	32.3	35.8	36.9	37.5	38.7	39.4	52.7	37.2	37.3	39.1	54.4	59.6	60.8
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.8	52.9	42.8	41.3	43.1	54.6	70.7	72.1
Wood, soft	" "	22.8	25.5	29.4	38.8	30.8	30.6	30.9	38.9	31.4	30.4	31.0	40.8	51.9	54.1
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.9	25.0	23.6	23.2	23.0	25.8	28.0	28.0
Fuel and lighting		$1.50	$1.63	$1.70	$1.78	$1.82	$1.81	$1.92	$2.37	$1.89	$1.85	$1.93	$2.44	$2.85	$2.93
Rent		$2.37	$2.80	$4.06	$4.05	$4.00	$4.75	$4.04	$4.32	$4.59	$4.06	$4.08	$4.44	$4.89	$4.82
Grand total		$9.37	$16.50	$12.70	$13.00	$13.70	$14.02	$14.78	$18.15	$14.33	$13.67	$15.01	$13.57	$21.19	$21.11

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia	$5.91	$5.83	$6.82	$8.78	$7.17	$7.29	$8.71	$11.30	7.48	7.86	8.59	11.62	13.75	13.51
Prince Edward Island	4.81	5.26	5.91	5.98	8.11	8.34	7.67	8.79	6.75	6.71	7.75	10.37	12.08	11.71
New Brunswick	5.38	5.83	8.55	8.84	7.13	7.04	8.70	11.22	7.69	7.71	8.81	11.66	13.32	13.20
Quebec	5.15	5.84	5.36	0.43	8.97	8.87	9.43	11.15	7.40	7.20	8.64	11.29	12.51	12.70
Ontario	5.81	5.00	8.50	8.97	7.25	7.29	8.84	11.60	7.77	7.62	9.18	11.74	13.49	13.27
Manitoba	5.35	9.10	7.48	7.41	7.89	7.87	8.06	10.73	8.15	7.90	8.65	11.25	13.01	12.85
Saskatchewan	9.06	8.02	7.06	8.08	8.18	8.25	8.08	11.11	8.49	8.10	8.87	11.59	12.63	13.09
Alberta	6.02	6.59	8.00	8.08	8.16	8.33	8.70	11.55	8.14	7.73	8.86	11.92	13.84	13.32
British Columbia	8.00	7.74	8.32	8.73	9.03	9.03	9.13	11.93	9.03	8.63	9.30	12.36	14.16	14.28

*December only. †Newcastle, N.B. and Three Rivers, Qué., omitted.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak....lb.....	38	40	35	40	40	**38.6**	30	35-38	40	35	**37.2**	29-31	40	35	35-38
2-Beef, round steak.... ".....	35	40	35	38	37	**37.0**	30	32-35	35	30	**32.8**	29-31	35	30	35-38
3-Beef, rib roast, prime. ".....	35	30	28	35	35	**32.6**	28	25-30	35	25	**29.2**	30	40	11	30
4-Beef, shoulder roast.. ".....	25-35	28	25	28	32	**28.6**	25	20-25	25	25	**24.2**	23-25	35	27	28
5-Veal, roast, forequarter ".....	18-20	15-20	22	22	22	**20.5**	12-20	.....	18	16	**17.0**	29-34	30	27	25
6-Mutton, leg roast, h'q. ".....	25-35	25	30	40	.....	**31.3**	25-30	40	35	25	**33.3**	27-30	40	.....	30
7-Pork, fresh, roast, ham ".....	38	35	32	35	33	**34.6**	30	35	35	30	**33.3**	36-38	40	35	35
8-Pork, fresh, chops... ".....	38	35	35	35	35	**35.6**	30	35	38	35	**36.0**	36	40	35	35
9-Pork, salt, mess..... ".....	22	.....	37	35	35	**32.3**	33	35	35	38	**36.0**	38-40	40	35	34
10-Bacon, br'fast, not sli'd ".....	50	48	50	45	45	**47.4**	45	48	50	50	**49.3**	50	50	50	50
11-Fish, fresh, g. quality. ".....	7	18	30	8-12	15	**16.0**	8	12	10-15	10	**11.5**	11	15-35	12.5	12-15
12-Fish, salt, herrings..doz.....	60	65	60	50	60	**59.0**	80	60	60	60	**60.0**	60	60	.....	.....
13-Salmon, canned, med..lb.....	.....	35	35	30	35	**33.8**	35	35	35	32	**34.0**	30	25-40	30-40	25
14-Lard, pure leaf, best.. ".....	40	38	37	38	38	**33.2**	35	36	38	38	**37.3**	36	40	38	35
15-Eggs, new laid.....doz.....	60	55	60	65	60	**60.0**	46	55	55	60	**56.7**	60	50	55-60	50
16-Eggs, storage..... ".....	.....	.....	55	.....	.....	**55.0**	.....	.....	.....	45	**45.0**	50	40	.....	.....
17-Milk, (delivered).....qt.....	12-14	12	10	12.5	11	**11.7**	9-10	11	12	11	**11.3**	12	12	11.1	10
18-Butter, dairy, solids...lb.....	55	50	45	52	48	**50.0**	42	50	48	50	**49.3**	42-44	48	50	45
19- " creamery prints ".....	60	58	50	58	55	**56.2**	48	52	50	54	**52.0**	46-48	50	55	48
20-Cheese, old..... ".....	.....	.....	.....	.....	.....	.....	28	.....	35	33	**34.0**	35-37	35	35	30-32
21-Cheese, new..... ".....	30	32	30	32	32	**31.2**	25	32	35	30	**32.3**	31-33	30	.....	.....
22-Bread, plain white... ".....	8	8	8	8.7	8.7	**8.3**	7.3	8-8.7	8-8.7	8	**8.3**	8	7.3	8.3	4
23-Flour, family..... ".....	7.5-7.7	7.9	7.1	7.3	7.7	**7.5**	7.1	7.3	7.9	7.3	**7.6**	7.5	7.3	7.3	7.3
24-Rolled oats, standard. ".....	9	9	8	10	8	**8.8**	8	8	9	8	**8.3**	9	8	10	8
25-Rice, medium..... ".....	14	15	10	12	12	**12.6**	10	12	15	13	**13.3**	10	10	12.5	10
26-Rice, Patna..... ".....	.....	13	10	18	12	**13.3**	12	.....	18	15	**16.5**	.....	12	18	12
27-Tapioca, medium pearl ".....	22-25	20	25	20	20	**21.7**	25	.....	25	22	**23.5**	15	20	23	20
28-Tomatoes, canned 3's can.....	30	28	25	25	30	**27.6**	25	25	25	28	**25.0**	25	25	25	25
29-Peas, canned 2's.... ".....	25	20	20	20	20	**21.0**	20	20	25	18	**21.0**	20	20	22	25
30-Corn, canned 2's.... ".....	25	25	25	25	25	**25.0**	25	24	25	25	**24.7**	20	25	25	23
31-Beans, common, dry lb.....	20	20	20	18	20	**19.6**	18-20	20	18	18	**18.7**	18	20	20	18
32-Apples, evaporated... ".....	.....	.....	27	25	.....	**26.0**	22	.....	.....	23	**23.0**	16	30	.....	25
33-Prunes, medium..... ".....	18-20	18	17	18	18	**18.0**	18	18	18	18	**18.0**	18	20	18	18
34-Sugar, granulated.... ".....	12	11	10	11	12.1	**11.2**	10	12	11	11.1	**11.4**	10	12	12	10.5
35-Sugar, yellow..... ".....	11	10.5	9.1	10	11	**10.3**	9.5	11	10.5	9.5	**10.3**	9	11	11	10
36-Tea, black, medium.. ".....	65-75	65	65	65	55	**64.0**	60	75	60	65	**63.7**	60	45	60-70	40
37-Tea, green, medium.. ".....	.....	65	65	65	.....	**65**	70	.....	70	70	**70.0**	60	45	60-70	35
38-Coffee, medium..... ".....	45-50	55	55	50	45	**50.5**	45-50	50	45	50	**48.3**	55-60	45	50	40
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	$3.60	$1.80	$1.50	/$2.25	$2.10	**$2.25**	$1.50	$2.40	$1.88	$2.25	**$2.18**	$1.50-1.75	$1.75	$2.25	$1.50
40-Vinegar, white wine, XXX, per quart.....	.12	.12	.12	.15	.13	**.128**	.20	.19	.15	.19	**.117**	.18-.22	.15	.15	.10
41-Starch, laundry, per pound.....	.15	.15	.15	.18	.15	**.156**	.14	.15	.16	.14	**.15**	12-.14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs.....	16.80	.....	15.00	17.00	14.25	**15.76**	17.40	.....	15.00	13.50	**14.75**	12.50-13.00	12.00	11.50	11.50
43-Coal, bituminous, domestic, per ton, 2,000 lbs.....	6.30	7.50	7.60-9.50	9.50	10.00	**8.37**	9.40	8.25-10.00	10.00-12.75	9.00	**9.84**	12.00	10.00	11.00	10.50
44-Wood, hard, best, per long cord. (128 cu. ft.).....	6.00	6.00	6.00	10.00	8.00	**7.20**	9.00	8.00	16.00-18.00	14.00	**13.00**	b13.33-14.67	12.0	12.00	13.00
45-Wood, soft, best, per long cord. (128 cu. ft.).....	5.00	5.00	4.50	6.50	4.50	**5.10**	7.50	4.00	9.00	6.00	**6.33**	b11.33-12.67	8.00	11.00	7.50-8.00
46-Coal oil, prime white, per gallon.....	.28	.28	.27	.25	.28	**.272**	.24	.26	.24	.22	**.24**	.22	.25	.25	.22
47-Rent, house, 6-roomed, san. conveniences, mon.....	14.00-18.00	14.00	16.00	25.00	18.00-20.00	**18.00**	12.00	20.00-25.00	13.00	16.00	**17.17**	17.00-20.00	12.00	16.00	14.00
48-Rent, house, 6-roomed, no san. con., per month.....	8.00-12.00	9.00	7.00	18.00-20.00	12.00-15.00	**11.70**	9.50	14.00-16.00	10.00	12.00	**12.33**	.....	8.00	14.00	7.00

a Prints. *b* Calculated from price per wagon load. *c* Slabs and millwood.
‡ Newcastle, N.B., omitted.

CANADA, AT THE MIDDLE OF SEPTEMBER, 1918‡

Quebec (*Continued*)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull	**Average**	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	.	c.	c.	c.	c.	c.	c.	
30	35	30	35-38	**34.1**	40	32-38	32	40	40	45	42	40	40	45	43	40	40	35	1
30	35	28	30-36	**32.2**	38	30-35	30	35	40	40	38	38	38	40	40	35	38	35	2
18	28	22-25	26-32	**28.6**	32	30-35	25-30	33	30	35	32	30	33-35	35	33	35	32	28	3
23	25	20-22	25-28	**26.2**	28	23-28	22-25	26	28	32	28	27	28	28	30	30	28	28	4
15	30	15	20-24	**24.4**	25	25	25-30	30	28	30-35	20	35	32	30	35	20	32	30	5
35	38	30	30	**33.1**	35	35	40-42	45	35	35-40	35	40	40	35	45	40	40	.....	6
28	35	40	35-37	**35.8**	38	35-40	38-40	32	40	37-38	40	40	43	37	45	43	35	40	7
28	35	42	38-42	**36.4**	40	40	38-42	35	42	38-40	44	45	43	40	45	43	42	40-42	8
35	35	35	35-40	**36.3**	35	32-35	33-35	....	35	.....	38	38	.....	33	40	25	34	.....	9
55	50	48	44-48	**49.9**	48-55	45-52	45	....	56	53	48	55	46-48	48-50	50	44	45	48	10
12-18	10-15	12	11-32	**15.4**	12.5-30	15-35	18	15	20	15	17	15	20-25	18-20	15-20	12.5	12.5-30	22	11
.....	96	90	60	**73.2**	.....	.....	.....	....	.....	.....	60	.....	.....	50	.....	.....	.....	.....	12
25	30-35	25	25-40	**29.7**	25-35	25-40	28-40	25	35	30	45	35	32-35	30	35	25-50	38	40	13
35	36	37	.....	**36.7**	.....	35-37	30-35	37	39	38	40	40	35	33	38	37	37	38	14
55	60	55	50	**54.7**	60	55	55	48	50	45	60	60	55	55	52	50	50	50	15
.....	50	.....	.....	**46.7**	.....	50	48	45	46	.....	.....	.....	50	50	.....	.....	.....	.....	16
9	10	12	11	**10.9**	11	11-12	11-12	11	11.1	12.5	14	12	12	12.5	12	11.8	11-12	10.5	17
.....	48	45	45-50	**46.6**	48	46-50	45	52	*a*48	45	*a*47	.....	49	48	49	50	48	*a*48	18
47	50	50	50-52	**49.8**	50-52	53-55	45-50	52	50	52	53	55	50	50	50	52	50	50	19
30	33	36	30	**33.3**	32-35	30-32	35	....	35	35	35	35	32	30	.....	30	35	34	20
.....	28	32	28-30	**30.2**	29-37	30-32	30	30	30	30	32	.....	30	28	32	28	30	.....	21
6.3-6.7	6.7	8	7.3	**7.0**	7.3	7.3	7.3	6.3	7.3	7.3	7.3	7.3	7.3	8	7.3	7.3	7.3	7.3	22
7.3	6.9	7.3	7-8	**7.3**	7.5-8	6.5-6.9	6.9	6.9	6.7	5.8	7.1	6.7	6.5	6.6	6.7	6.3	6.5	6.3	23
8	10	7	7-8	**8.4**	7.5-8	8	7	8	9	6.8	8	7	7.1	7	9	8.3	8.3	8	24
12	12	14	10-12	**11.4**	12.5	12.5	10-12	11	12.5	12.5	12.5	13	13	10	12.5	12.5	.....	.....	25
15	15	15	13-15	**14.4**	15-17	15	12	15	15	15	15	14	15-16	13-14	13	15	15	10	26
20	16	20	18	**19.0**	20	20	18	20	18	18	20	20	20	18	20	20	20	20	27
32	25	25	25	**25.9**	25	25	25	25	25	30	25	30	30	23	25	25-30	25	25	28
25	25	20	18	**21.9**	18-20	20	18	20	20	20	15	25	15-20	18	20	20	20	18	29
25	25	20	23-25	**23.4**	25	25	23	25	25	25	25	25	25	23	25	25	25	25	30
15	18	20	15	**18.0**	17-20	12.5-15	15	15	18	15	20	15	15-18	15	15	18	12.5	15	31
25	25	25	20-25	**24.1**	23-25	18-20	25	.....	20	.....	.....	.....	.....	15	.....	25	.....	.....	32
15	25	20	15-18	**18.8**	18-22	20	18	18	20	17.5	18	17	20	15-18	18	20-30	18	18	33
12	11.1	10	11	**11.1**	12	12.5	11	10	10.5	11.1	12	11.1	12.5	11.1	12.5	12.5	12.5	12.5	34
10.5	10	10	10.5	**10.3**	11	11.1	10	9.5	10	10	12	10	11.1	10	11.1	11.1	11	12.5	35
50	50	65	50-60	**55.0**	60-70	60-65	45-50	70	70	60	60	50	65-70	60	70	60-70	65	60	36
50	50	50	.....	**50.9**	.....	60-65	45-50	.....	70	40	60	50	55-60	60	70	60	60	60	37
50	50	45	45-50	**48.1**	35-45	45-50	50	.....	50	40	50	.....	45-50	35	45	30-50	45	35	38
						$2.10												$2.00	
$1.50	$1.50	$2.25	$2.25	**$1.83**	$2.40	2.25	*f*$1.50	$1.50	$2.00	$1.75	$3.00	$2.75	$1.60	$2.25	$2.25	.....	$2.40	2.25	39
			.10																
.14	.16	.15	.13	**.146**	.10	.10	.125	.12	.14	.10	.15	.125	.12	.12	.10	.10	.13	.10	40
													.12-						
.12	.15	.12	.....	**.139**	.....	.15	.15	.12	.15	.12	.125	.14	.14	.12	.15	.15	.13	.15	41
						10.00								10.00-					
11.00	10.50	11.50	10.80	**11.44**	10.80	11.00	11.50	11.50	11.50	11.50	10.75	.....	10.00	10.75	11.50	11.00	11.00	11.00	42
11.00	.....	9.00	.....	**10.59**	9.80	.....	10.50	11.50	10.00	10.00	9.50	8.00	.....	12.00	11.50	11.00	10.00	11.00	43
11.00-																			
12.00	15.00	14.00	12.50	**13.00**	13.75	15.00	13.00	11.00	12.00	15.00	18.50	*g*	.....	17.00	20.00	17.00	16.00	16.00	44
9.00-																			
10.00	9.00	*c*8.00	8.50	**9.22**	7.50	12.00	10.50	9.00	8.00	8.00	16.50	*g*	.....	14.00	16.00	13.00	11.00	10.50	45
.22	.22	.30	.28	**.245**	.....	.25	.25	.22	.28	.25	.25	.22	.25	.22	.25	.25	.25	.25	46
12.00-	10.00-	14.00-	15.00				15.00-	18.00	20.00-	13.00-	25.00-	15.00-		23.00-	15.00			18.00	
14.00	12.00	18.00	20.00	**14.75**	24.00	16.00	20.00	20.00	25.00	16.00	30.00	20.00	16.00	25.00	20.00	18.00	16.00	22.00	47
9.00-	6.00-	12.00-	10.00				14.00-	15.00	16.00-	11.00-		12.00-		17.00-				12.00	
12.00	10.00	13.00	15.00	**10.36**	17.00	11.00	16.00	18.00	18.00	13.00	18.00	15.00	14.00	19.00	13.00	14.00	12.00	15.00	48

*f*Calculated from price per bushel. *g*Natural gas.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	**Average**	Winnipeg	Brandon	**Average**
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1–Beef, sirloin, steak.....lb.	40	35	35–40	38–40	38	37	38	38	45	45	45	**39.8**	35	35	**35**
2–Beef, round steak..... "	37	33	35–38	35–38	35	33	35	35	40	40	40	**36.7**	30	30	**30**
3–Beef, rib roast, prime..... "	30	30	30–35	28–30	30	36	30	32	35	40	40	**32.8**	32	30	**31**
4–Beef, shoulder roast..... "	28	28	28–30	25–28	28	30	25–28	30	30	35	35	**29.0**	25	25	**25**
5–Veal, roast, forequarter.... "	30	32	30–35	25	32	35	30	30	33	35	35	**30.1**	25	30	**27.5**
6–Mutton, leg roast, hind'q'ter "	30	36	35–40	.....	38	32	35	38	38	42.5	42.5	**40.0**	.....	40	**40**
7–Pork, fresh, roast, ham.... "	43	46	37–40	40	45	50	35	40	40	40–45	40–45	**40.4**	38	40	**39**
8–Pork, fresh, chops..... "	43	42	42–45	45	45	48	35–40	40	40	45	45	**42.1**	48	40	**44**
9–Pork, salt, mess..... "	20	38	38	.....	37	.....	.....	35	.....	40	40	**34.9**	.....	.....	.....
10–Bacon, breakfast, not sliced "	50	48	44–50	45	48	55	50	50	48	60–70	60–70	**50.4**	50	60	**55**
11–Fish, fresh, good quality... "	13–20	20	10	15	14–20	12–25	14–16	20	14	15–18	15–18	**17.6**	16	30–35	**24.3**
12–Fish, salt, herrings.....doz	.....	.....	.....	30	.....	.....	.....	70	.....	60	60	**55.0**	90	.....	**90**
13–Salmon, canned, medium...lb.	30	35	35	25–45	30	36	30	30–35	35	25–40	30–40	**33.9**	17.5	35	**26.3**
14–Lard, pure leaf, best..... "	37	36	38	38	38	38	30	30–33	35	40	40	**36.8**	38	35	**36.5**
15–Eggs, new laid.....doz.	48	46	47	60	48	50	47	55	55	65–70	65–70	**53.4**	50	45	**47.5**
16–Eggs, storage..... "	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	60	**51.1**	.....	.....	.....
17–Milk, delivered.....qt.	10	11	11	10	12	14	10	15	14	12.5	12.5	**11.9**	13	12.5	**12.8**
18–Butter, dairy solids.....lb.	*a*45	48	48	48	48	54	47	52	48	45–50	50	**48.2**	.....	45	**45**
19–Butter, creamery prints.... "	50	48	50	52	50	55	45	55	52	55–60	55–60	**51.5**	53	50	**51.5**
20–Cheese, old..... "	32	34	35	32	32	36	30	33	30	35	35	**33.2**	38	35	**36.5**
21–Cheese, new..... "	30	32	30	30	30	35	30	.....	.....	35	35	**31.0**	30	.....	**30**
22–Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	**7.5**	7.5	7.3	**7.4**
23–Flour, family..... "	6.3	6.3	6.7	6.3	6.7	6.9	6.3	7.1	6.9	6.3	6.5	**6.6**	6.5	6.7	**6.6**
24–Rolled oats, standard..... "	7	8	8.3	8	8	8.3	8.3	8	8	6.8	7	**7.8**	8	7.5	**7.8**
25–Rice, medium..... "	12.5	13	13	10–12.5	13	12	10–12	12.5	12	12.5	12.5	**12.2**	.....	10	**10**
26–Ri e, Patna..... "	15	15	15	15	15	15	12.5	16	14	17.5	18	**14.7**	12.5	12.5	**12.5**
27–Tapioca, medium pearl..... "	20	18	20	25	20	20	18	20	20	20	20–25	**19.8**	17.5	17.5	**17.5**
28–Tomatoes, canned 3's.....can	20	15	25	25	25	25	25	27	30	25–30	25–30	**25.5**	25	25	**25**
29–Peas, canned 2's..... "	15	13	18	20	18	18	20	23	20	15–20	15–20	**18.8**	17	23	**20**
30–Corn, canned 2's..... "	20	13	23	25	25	18	22	25	25	25	25	**23.7**	25	23	**24**
31–Beans, common dry.....lb.	15	13	15	18	20	22	15	20	15	20	20	**16.6**	13	12.5	**12.8**
32–Apples, evaporated..... "	25	25	.....	.....	.....	.....	.....	28	25	25	25	**23.4**	23	20	**21.3**
33–Prunes, medium..... "	15	15	18	25	18	18	15	20	18	20	20	**18.8**	19	18	**28.5**
34–Sugar, granulated..... "	12.5	12.5	12	12.5	11.1	12.5	11	12.5	11.1	11.1	11.1	**11.7**	11.5	14.3	**12.9**
35–Sugar, yellow..... "	11.1	10.5	11.5	11.4	10	10	10.5	12.5	10	10	10	**10.7**	11.1	12.5	**11.8**
36–Tea, black, medium..... "	60	55	65	70	60–75	50–65	60	60	65	55–70	60–70	**62.4**	55	60	**57.5**
37–Tea, green, medium..... "	50	55	65	70	.....	50–65	60	60	50	50–70	55–70	**58.5**	55	50	**52.5**
38–Coffee, medium..... "	45	45	50	45	45	35–50	45	50	40	40–50	40–50	**44.5**	35	45	**40**
39–Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.00	$2.40	$2.70	$3.00	$2.25	$2.10	$2.25	$2.00	$2.00	$1.50–$1.75	$1.50–$1.75	**$2.15**	$1.50	$2.00	**$1.75**
40–Vinegar, white wine, XXX, per quart.....	.10	.11	.13	.127	.12	.12	.125	.12	.15	.15	.15	**.121**	.12	.15	**.135**
41–Starch, laundry, per pound.....	.125	.13	.13	.125	.14	.15	.15	.15	.15	.15	.15	**.138**	.13	.15	**.14**
42–Coal, anthracite, stove size, per ton of 2,000 lbs.....	11.00	11.00	11.00	11.50	11.00	11.00	11.00	14.00	12.00	11.50	11.50	**11.23**	15.00	16.00	**15.50**
43–Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	11.00	9.00–10.00	10.00	10.00	9.50	8.50	.....	12.00	11.00	11.00	**10.33**	12.25	11.50	**11.88**
44–Wood, hard, best, per long cord (128 cu. ft.).....	11.00	16.00	14.00–16.00	9.00	*c*12.00	.....	14.00	10.50	10.00	8.50–10.00	8.00–9.00	**13.81**	*d* 10.00	*d*11.50	**10.75**
45–Wood, soft, best, per long cord (128 cu. ft.).....	8.00	14.00	.....	.....	*c*8.00	.....	10.00	9.50	7.50	7.00–8.25	6.50–8.00	**10.38**	*d*8.00	*d*9.50	**8.75**
46–Coal oil, prime white, per gallon.....	.25	.23	.21	.25	.25	.22	.25	.28	.25	.30	.30	**.249**	.25	.30	**.275**
47–Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.00–25.00	16.00–23.00	15.00–20.00	25.00	10.00–13.00	22.00	25.00–35.00	15.00–25.00	15.00–25.00	**18.28**	25.00–30.00	18.00–20.00	**23.25**
48–Rent, house, 6-roomed, no san. conveniences, per mo.....	10.00	10.00	12.00–17.00	9.00–13.00	10.00–12.00	18.00	7.00–10.00	14.00	15.00–20.00	12.00–15.00	12.00–15.00	**13.84**	17.50–20.00	12.00–15.00	**16.13**

*d*Mixed, poplar, tamarac, jackpine, birch, maple, etc. *e*Calculated from price per 100 lbs.

CANADA, AT THE MIDDLE OF SEPTEMBER, 1918—Concluded

Saskatchewan					Alberta					British Columbia										
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	35	40	32	**36.8**	40	38	40	42	**40.0**	42	45	45	42	40	40	50	**43.4**	**38.7**	1
30	30	35	30	**31.3**	35	32	35	35	**34.3**	38	40	40	38	32–35	36	40	**37.9**	**36.1**	2
28	30	32	30	**30.0**	35	32	35	32	**33.5**	33	40	33–40	40	35	32	38	**36.5**	**33.8**	3
23	30	25	25	**25.8**	28	22	25	28	**25.8**	30	30–32	32	28	22–25	26	32	**28.9**	**27.7**	4
25	30	25	30	**27.5**	35	25	32	25	**29.3**	25–33	30	30–32	30	30	32	35	**31.0**	**27.6**	5
35	35	38	30	**34.5**	40	38	40	40	**39.5**	45	40	40	37.5	35	45	50	**41.8**	**36.8**	6
35	30	35	30	**32.5**	40	35	40	35	**37.5**	38	40	40	40	35–40	35	45	**39.4**	**39.3**	7
40	35	45	32	**38.0**	40	42	45	30–40	**43.0**	38	45–50	40–50	40–45	40–50	40	50	**44.0**	**40.3**	8
.....	30	40	25	**31.7**	35	35	38	.....	**36.0**	35	38	38	35	.....	38	.....	**36.8**	**35.0**	9
55	55	55	55	**55.0**	50	52	50	55	**51.8**	50–55	55–60	58	55	55	52	55	**55.0**	**51.1**	10
27	15–28	28–15	20	**22.5**	25	25	10–25	11–30	**22.0**	11–28	10–28	10–30	10	22	12	15	**16.8**	**17.5**	11
.....	.....	.....	75	**75.0**	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	**60.0**	**64.2**	12
35–40	.....	40	35	**37.5**	25	30–35	40	40	**34.4**	25	20–35	20–35	40	25	28	30	**29.0**	**32.7**	13
35	40	40	40	**38.8**	35	25	40	40	**35.0**	35	38	40	40	32	37	40	**37.6**	**37.0**	14
50	40	50	40	**45.0**	50	50	55	60	**43.8**	65	75	75	70	75–80	75	80	**73.9**	**55.7**	15
.....	.....	.....	.....	.....	.....	40	.....	.....	**40.0**	.....	.....	.....	.....	68	.....	55	**61.5**	**50.8**	16
14	12.5	12.5	14.3	**13.3**	15	12.5	12	14.3	**13.5**	16.7	14.3	20	14.3	15	16	15	**15.9**	**12.4**	17
40	45*a*	45	45	**43.8**	*a*40	45	50	*a*50	**46.3**	47.5	45	48	55	50	55	50	**50.1**	**47.9**	18
50	55	55	50	**52.5**	50	55	55	55	**53.8**	55–60	55–60	60	60	54	65	60	**59.1**	**52.8**	19
35	35	30	35	**33.8**	35	25	35	35	**32.5**	30–35	35	30	35	32	35	32	**33.1**	**33.3**	20
.....	.....	35	.....	**35.0**	30	30	30	35	**31.3**	.....	.....	.....	.....	32	29	32	**31.0**	**31.0**	21
8.3	8	8	10	**8.6**	7	8	8	10	**8.3**	9.9	8.9	8.9	8.9	8.9	8.9	8.9	**9.0**	**7.8**	22
6.3	6.5	6.7	6.3	**6.5**	6.3	6	6.3	6.7	**6.3**	6.5	6.7	7	6.3	6.7–7.3	6.5	6.3	**6.6**	**6.8**	23
8.1	7	8.1	7.5	**7.7**	8	6.5	8	7	**7.4**	6.9	9	8	8	9	9	8	**8.3**	**8.0**	24
12.5	10	12.5–15	12.5	**12.2**	12.5	10	11	18	**12.9**	12.5	11	12.5	13	12	10	12.5	**10.5**	**11.9**	25
17.5	10	15	.....	**13.2**	.....	12.5	15	.....	**13.8**	.....	12.5	.....	.....	.....	10	.....	**11.3**	**14.2**	26
20	20	20	20	**20.0**	20	17.5	18	20	**18.9**	17.5	20	16	17.5	18	17	17	**17.6**	**19.6**	27
25	25	30	25	**26.3**	25	25	25	25	**25.0**	27.5	20	19	22.5	25	23	20	**22.4**	**25.4**	28
20–25	20	20–25	20	**21.3**	20	20	20	25	**21.3**	20	20	19	17.5	20	20	20	**19.5**	**28.0**	29
25–30	20	30	25	**25.0**	25	27.5	30	27.5	**27.5**	27.5	25	21	25	30	25	25	**25.5**	**24.4**	30
20	15	15	15	**16.3**	15	16	16.7	20	**16.0**	15	15	15	17.5	15	12.5	15	**15.0**	**16.0**	31
15	15	25	15	**17.5**	25	25	27	32.5	**27.4**	30	.....	21	20	30	15	20	**22.7**	**23.2**	32
17.5	20	18	15	**17.0**	17.5	17.5	19	20	**18.5**	15	15	17	17.5	18	21	17	**17.2**	**18.3**	33
12	12.5	15	14.3	**13.5**	11.8	13.3	12.5	15	**13.2**	12	12.5	11.5	11.1	11.1	11.8	11.1	**11.6**	**11.0**	34
12.5	12.5	13	12.5	**12.6**	12.5	12.5	12	12	**12.3**	10	11.1	12	10	10	11.8	10.5	**10.8**	**18.0**	35
65–75	65	75	65	**68.8**	40	55	60–65	60–70	**56.0**	50	60	60	60	45	55	60	**55.7**	**60.7**	36
65–75	65	50	55	**60.0**	50	60	60–70	65	**60.0**	50	60	50	60	45	55	60	**54.3**	**57.0**	37
45–55	50	40–45	55	**48.4**	40	40	35–40	40–45	**40.0**	37.5	50	46–50	45	40	45	40	**43.6**	**45.5**	38
*$1.65	$2.00	$2.25–$2.60	$1.75	**$1.90**	$3.50	$2.10	$2.25	$2.70	**$2.64**	$2.70	$2.50	$2.50	$1.50	*e*$1.58	*e*$2.25	*e*$2.25	**$2.18**	**$2.12**	39
.15	.15	.20	.15	**.163**	.20	.15	.15	.20	**.176**	.30	.30	.22	.20	.25	.25	.20	**.246**	**.148**	40
.15	.15	.18	.15	**.158**	.15	.15	.15	.18	**.158**	.15	.15	.16	.15	.14	.15	.15	**.15**	**.145**	41
17.00	15.75	17.00	.....	**16.58**	*g*	.....	7.75–8.75	.....	**8.25**	.....	13.00	.....	.....	.....	.....	.....	**13.00**	**12.48**	42
10.75	*h*8.25–11.75	10.50	10.50	**10.44**	*g*	*h*5.50–6.50	7.75–8.75	6.50	**6.92**	3.25–6.00	8.00–10.00	9.50	10.00	9.00–9.50	8.25–9.00	*i*6.15	**8.17**	**9.72**	43
*d*11.00	*d*7.50	*d*11.00	.....	**9.33**	*g*	*d*4.00	*d*5.75	*d*7.00 *b* & *d*	**5.50**	.....	*d*7.50	*d*7.50	.....	7.00 *b* & *d*	.....	.....	**7.33**	**11.54**	44
*d*10.00	*d*6.50	.....	12.00 *d*	**9.50**	*g*	*d*4.00	*d*5.50	9.75	**9.42**	*d*9.00	*d*6.75	*d*7.50	*d*7.00	6.00 *b* & *d*	*d*6.50	.....	**7.13**	**8.00**	45
.30	.30	.30	.35	**.313**	.35	.30	.40	.35	**.35**	.40	.55	.40	.30	.30–.35	.50	.30	**.398**	.28	46
35.00	15.00	35.00	20.00	**26.25**	22.50	22.00	35.00–25.00	18.00–20.00	**23.38**	20.00	15.00	30.00	15.00–18.00	25.00	14.00–18.00	15.00–20.00	**20.00**	**19.29**	47
10.00–15.00	12.00	15.00	10.00	**12.38**	15.00	12.00	15.00–25.00	10.00	**14.25**	18.00	.....	20.00	10.00–12.00	20.00–22.00	.....	12.00–15.00	**16.70**	**13.32**	48

*h*Lignite. *i*Delivery $1.00 extra. *Calculated from price per peck.

Wholesale Prices

Grains and fodder.—Wheat at Winnipeg, No. 1 Northern, was up to $2.24½, the price fixed at the end of August by the Board of Grain Supervisors. Ontario winter wheat was also higher. Barley had fallen to $1.05 per bushel at Winnipeg, but rose slightly and decreased again. Barley at Toronto rose from $1.03-1.05 to $1.07-1.12. Oats at Winnipeg rose from 85c to 88c, but declined to 84c. Ontario oats were steady at 76-78c. Corn was down to $1.80-1.85. Flaxseed declined to $4.19 at the beginning of the month, and was as low as $3.93 on the last day. Hay was up to $17.00 for No. 2 at Montreal.

Animals and meats. — The best butchers' cattle at Toronto were steady at $16.00, but declined 50c at the end of the month. Cattle at Winnipeg were higher at $15.50, but eased off slightly. Dressed beef rose from 22-25c per pound to 24-26c for hindquarters. Veal was higher for the cheaper grades. Live hogs advanced from $18.25 per hundred to $18.75. Bacon was higher at 43c and ham at 37c. Sheep were slightly easier at $14.50 per hundred. Dressed lamb was lower at 25-28c per pound.

Dairy products. — Butter advanced from 43c per pound to 48c at Montreal for finest creamery, and at Toronto from 45c to 48c for creamery solids. Dairy products rose from 38-42c to 44-45c in the last week. Eggs, fresh at Montreal, advanced from 55c to 60c. At Toronto they advanced from 54c to 58c.

Fish.—Whitefish at Toronto advanced from 14-15c per pound to 16-17c. The price of dried cod on the Nova Scotian coast was as high as $12.75 per quintal, ex-vessels. It was reported that difficulties of transportation had curtailed the demand for export. Supplies of salt fish continued to be lower.

Fruits and vegetables. — Lemons were easier at $7.50 per box. Prunes were slightly higher at 13½-14c per pound. Raisins were also slightly up at 10½-11c. Potatoes were down to $2.35 per bag in small lots and $1.90 at Montreal in large lots. Canned tomatoes were lower at $2.40-2.75 per dozen. Oatmeal and rolled oats were slightly lower and rice and tapioca were slightly higher. Flour was higher at $11.50. Coffee was higher at 26-32c at Toronto. Sugar was somewhat higher in some of the markets. Glucose advanced and honey rose to 25-28c. Pepper was firmer.

Hides, leather, boots and shoes.—Calfskins rose from 42c per pound to 45c.

Metals and implements.—Iron black sheets were firmer, also cast steel. Lead was firmer. Tin was down to $1.05 per pound.

Fuel and lighting.—A line of matches advanced from $22.85 per gross to $23.10. Anthracite coal advanced 30c per ton at Montreal.

Building materials.—Spruce deals in New Brunswick advanced from $26.00 per thousand to $29.00. Brick rose to $18.00 per thousand at Toronto. Plaster of Paris and sash cords advanced. White lead was up, but linseed oil was lower. Resin advanced, also putty.

House furnishings. — No changes were reported.

Drugs and chemicals.—Carbolic acid was lower at 85c per pound. Caustic soda was lower at 9c per pound.

Miscellaneous.—In raw furs, raccoon rose to $4.00-4.50 per skin and skunk to $5.75-6.00. Malt declined from $1.90 to $1.80 per bushel.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR SEPTEMBER, 1918, AUGUST, 1918, AND SEPTEMBER, 1917, 1916, 1915, 1914, AND 1913.

(Average price 1890-1899—100.)

	Number of commodities.	INDEX NUMBERS						
		Sept., 1918	Aug., 1918	Sept., 1917	Sept., 1916	Sept., 1915	Sept., 1914	Sept., 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	339.1	377.1*	352.0	230.3	157.8	168.9	139.3
Grains, Western	4	322.2	339.1	297.7	206.6	138.2	157.0	123.2
Fodder	5	215.6	211.9	190.3	159.7	178.6	181.4	150.0
All	15	293.4	311.9*	283.6	200.5	159.5	169.9	138.6
II.—ANIMALS AND MEATS—								
Cattle and Beef	6	360.1	353.8	289.9	210.4	206.2	234.3	183.3
Hogs and Hog Products	6	366.4	366.2	323.1	222.9	168.9	183.1	187.8
Sheep and Mutton	3	309.9	323.3	242.3	193.1	159.3	154.8	133.2
Poultry	2	409.9	409.9	302.6	227.4	218.6	216.8	186.5
All	17	359.3	359.3	294.7	213.8	186.2	200.1	176.4
III.—DAIRY PRODUCTS	9	261.9	255.2	231.1	184.8	149.5	147.1	145.6
IV.—FISH—								
Prepared fish	6	248.8	248.8	209.7	165.9	148.8	155.4	141.6
Fresh fish	3	259.3	249.9	223.4	192.3	157.3	168.1	158.4
All	9	252.3	249.3	214.3	174.6	151.6	159.7	147.2
V.—OTHER FOODS—								
(a) Fruits and Vegetables:—								
Fresh fruits, native	4	155.3	158.3	140.9	97.3	81.9	95.6	91.3
Fresh fruits, foreign	3	165.6	178.9	109.3	113.1	101.4	89.2	101.8
Dried fruits	4	272.3	271.1	214.3	128.9	136.2	138.6	114.7
Fresh vegetables	4	369.2	428.7	351.9	263.2	150.4	164.9	166.6
Canned vegetables	3	252.3	254.0	240.6	132.4	89.8	102.9	101.8
All	18	246.7	259.0*	229.1	152.7	114.0	123.7	118.0
(b) Miscellaneous groceries—								
Breadstuffs	10	267.4	263.4	255.3	177.0	144.8	148.5	125.5
Tea, coffee, etc	4	186.3	179.9	148.1	131.6	121.9	118.9	109.7
Sugar, etc	6	280.0	260.4	229.5	166.3	153.3	114.5	114.9
Condiments	5	251.5	250.8	184.4	147.3	131.8	150.6	102.5
All	25	254.2	246.8	217.7	161.2	140.6	136.0	115.4
VI.—TEXTILES—								
Woollens	5	432.6	432.6	355.1	223.6	197.6	147.3	137.8
Cottons	4	363.2	354.8	228.0	169.9	130.6	127.7	147.4
Silks	3	146.6	147.4	119.1	112.8	85.9	95.1	93.2
Jutes	2	609.5	609.5	499.7	316.8	247.9	239.4	231.7
Flax products	4	443.3	438.9	289.7	224.8	165.6	119.8	114.6
Oilcloths	2	230.8	220.2	168.7	139.8	116.4	104.6	104.7
All	20	375.5	372.0	277.0	197.4	153.0	135.0	134.4
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and Tallow	4	362.2	352.4	326.1	290.0	207.4	202.9	187.1
Leather	4	215.0	215.0	265.1	208.6	174.3	155.0	151.4
Boots and Shoes	3	224.6	224.6	232.9	198.6	162.4	155.7	155.7
All	11	289 3	285.7	278.5	235.4	183.1	172.6	165.6
VIII.—METALS AND IMPLEMENTS—								
Iron and Steel	11	281.0	278.8	297.1	153.1	109.4	100.6	102.6
Other metals	12	279.2	282.7	260.1	228.8	206.1	142.9	123.8
Implements	10	236.6	232.1	198.6	139.1	113.2	106.6	105.6
All	33	266.9	266.1	254.0	176.4	145.7	118.5	111.6
IX.—FUEL AND LIGHTING—								
Fuel	6	249.4	248.2	298.7	154.9	119.5	120.5	134.6
Lighting	4	235.3	233.6	114.2	88.2	90.0	92.6	92.2
All	10	243.8	242.4	224.9	128.2	107.7	109.3	117.6
X.—BUILDING MATERIALS—								
Lumber	14	277.6	275.5	225.5	182.9	174.1	180.6	184.6
Miscellaneous materials	20	235.4	233.6*	215.6	160.8	118.9	110.5	113.3
Paints, oils and glass	14	337.2	318.6	267.7	199.7	160.6	140.6	144.3
All	48	277.4	271.6	233.7	178.6	147.2	139.7	143.4
XI.—HOUSE FURNISHINGS—								
Furniture	6	276.7	276.7	195.8	170.3	145.9	146.6	147.2
Crockery and glassware	4	334.4	334.4	280.0	198.1	170.3	144.8	130.9
Table cutlery	2	155.1	155.1	150.7	132.2	80.3	76.1	72.4
Kitchen furnishings	4	272.3	272.3	206.1	132.4	125.5	123.4	117.8
All	16	274.9	274.9	213.8	163.0	138.7	131.6	126.4
XII.—DRUGS AND CHEMICALS	16	276.8	283.4	270.8	251.9	207.8	133.7	113.4
XIII.—MISCELLANEOUS—								
Raw furs	4	612.5	581.0	388.4	292.3	153.1	208.6	278.7
Liquors and tobaccos	6	219.5	221.7	169.9	141.3	136.3	138.3	136.4
Sundries	7	219.7	218.9	197.5	142.5	116.0	109.1	113.3
All	17	312.0	305.1	232.6	177.3	131.9	142.8	160.4
All commodities	264	285.3	284.3	246.1	183.4	150.3	141.3	134.4

*Revised.

Prices in Other Countries

In the United Kingdom, the Labour Gazette, published by the Ministry of Labour, reports that retail prices of food averaged slightly lower at the beginning of September than at the first of August, the change being due to a fall in the price of potatoes of 22 per cent. An advance of four per cent in the average price of milk and of two per cent in the price of cheese are noted as the only other price movements of any importance. The increase in the retail prices of the principal articles of food at the end of September as compared with July, 1914, is estimated at 116 per cent; at the beginning of August the increase was 118 per cent.

Statistics are also given to show the approximate percentage increases since July, 1914, in the cost of a family budget including, in addition to food, rent, clothing, fuel and lighting, etc. since July, 1914. "Through 1915, 1916, and 1917," the statement reads, "the increase in the prices of all items averaged about three-quarters of that in prices of food. Since then, however, the relatively small increase in the price of food, and the accelerated increases in the prices of other commodities, having resulted in the increase in respect of all items approaching to that for food. The approximate percentage increases since July, 1914, in the prices of all the items, are given in the following table, which shows the increased cost of maintaining a pre-war standard of living, no allowance being made for such varying economies as have been effected during the war.

AVERAGE PERCENTAGE INCREASE SINCE JULY, 1914, ALL ITEMS

Month (beginning of)	1914	1915	1916	1917	1918
January	.....	10–15	35	65	85–90
February	.....	15	35	65–70	90
March	.....	15–20	35–40	70	90
April	.....	15–20	35–40	70–75	90–95
May	.....	20	40–45	75	95–100
June	.....	25	45	75–80	100
July	.....	25	45–50	80	100–105
August	.....	25	45–50	80	110
September	Under	25	50	80–85	110
October	10	30	50–55	75–80	.....
November	.....	30–35	60	85	.....
December	10	35	65	85	.....

In the United States, retail prices of food for July, 1918, showed an increase of 3 per cent over prices for the preceding month, according to the Monthly Labour Review of the Bureau of Labour Statistics. Beef, lamb, lard, navy beans and coffee decreased in price, while bread, flour and corn meal remained steady during the month. In wholesale prices, the month from August 1 to September 1 showed very little change, Dun's index number marking an advance of .4 per cent during the month and Bradstreets' a decrease of .7 per cent. A decline in the breadstuffs total was offset by increases in prices of meats and provisions. Foodstuffs, other than cereals, and building materials are very high, but there were recessions in textiles and metals. The fact that there are no wide fluctuations to report is imputed by both Dun's and Bradstreets' to regulation by the Government of the prices of various commodities. A modern record was made in the high price of raw cotton, however, the figure being above 37¼ cents.

The Danish Statistical Department estimates that the cost to a working-class family of five persons at Copenhagen of food, clothing, rent, fuel and light, taxation, etc., has increased from about $550.00 per annum according to prices current in July, 1914, to about $1,000 per annum according to prices in July, 1918. Allowance has been made in calculating the cost in the last period for the changes due to the fact that certain fats are unobtainable and that other articles such as bread, are rationed. Thus, the total cost of living is about 28 per cent higher in July, 1917, than in July, 1914, while the increase in food alone is over 87 per cent.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria*b* 18 foods Vienna	Germany*b* 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910...	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	93
1914...	7.73	.....	1155	1098	.....	.....	.....	116	115	.....	102
1916...	8.79	.....	1301	1276	.....	.....	.....	167	.....	.....	114
1917...	11.42	.....	1294	1370	.....	.....	.....	.....	.....	.....	146
1914											
Jan.....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	104
April...	7.50	.....	1162	.....	.....	.....	96.2	113*c*	111	.....	97
July ..	7.42	100	1164	1070	100	100	94.3	.....	113	100	102
Oct.....	7.99	112	1156	1096	104.2	116.4	97.6	121*c*	115	103	105
1915											
Jan.....	7.96	118	1240	1190	121.4	131.0	102.9	128	123	113*	103
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	99
July ...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	100
Oct.....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	103
1916											
Jan.....	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	107
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	109
July ...	8.45	161	1516	1276	.....	217.6	124.6	170	199*d*	142*	111
Oct.....	9.30	168	1454	1289	.....	209.4	124.2	179	206*d*	152*	121
1917											
Jan.....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	128
April...	10.77	194	1473	1357	.....	.....	154.6	192	240*d*	175	145
July ...	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	146
Oct.....	11.81	202	1506	1392	.....	.....	.....	.....	309*d*	192	157
1918											
Jan.....	12.42	206	1505	1427	.....	.....	.....	.....	.....	221	160
Feb....	12.54	208	1510	1430	.....	.....	208.8	.....	.....	227	161
March .	12.65	207	1519	1434	.....	.....	223.3	.....	333.6*d*	235	154
April...	12.57	206	1528	1464	.....	.....	222.8	.....	.....	247	154
May...	12.66	207	1539	1484	.....	.....	.....	.....	.....	258	158
June ...	12.77	208	1541	1485	.....	.....	.....	.....	.....	261	162
July ...	13.00	210	.....	1491	.....	.....	.....	.....	.....	.....	.....
Aug...	13.41	218	.....	.....	.....	.....	.....	.....	.....	.....	.....
Sept....	13.31	216	.....	.....	.....	.....	.....	.....	.....	.....	.....

a January-March, 1914. *b*. British Labour Gazette. *c*. January-July, '13; August-December, 121.
d. Basis changed; calculated to previous basis. *Quarter beginning that month.

Wholesale Prices.

	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales	Commonwealth	
	172	44	45	294	25*b*	96	200	22*b*		92	92
1890...	110.3	102.2	72	.....	109.252	.....	91.56*a*	43.4	.....	.....	1053
1895...	95.6	87.6	62	.....	94.604	6.4346	81.51	42.0	.....	.....	760
1900...	108.2	110.5	75	.....	99.388	7.8889	91.41	44.2	1000*c*	.....	894
1905...	113.8	103.2	72	.....	110.652	8.0987	98.31	47.3	.....	.....	910
1910...	124.2	113.2	78	.....	137.172	8.9881	119.17	59.3	1205	.....	1003
1914...	136.1	120.8	86	99	146.069	8.9035	119.71	60.8	1303	.....	1140
1916...	182.0	196.3	137	123	175.720	11.8236	148.80	74.9	1873	.....	1504
1917...	237.0	210.6	174	175	261.796	15.6381	204.12	110.8	.....	.....	1662
1914											
Jan....	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	.....	1085
April..	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389	.....	1118
July ..	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1000	1135
Oct....	138.7	124.2	89.8	99	159.245	9.2416	123.351	62.9	1303	.....	1229
1915											
Jan....	138.9	136.5	96.4	98	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	99	154.94	9.7753	125 090	67.8	1487	1362	1660*
July ..	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct....	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan....	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300	1502*
April..	179.1	190.5	134.2	116	164.61	11.7550	145.690	71.3	1878	1297	1493*
July..	178.8	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct....	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan....	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330	1525*
April..	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361	1587*
July ..	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483	1715*
Oct....	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	.....	1550	1804*
1918											
Jan....	258.1	262.9	186.2	185	278.696	17.9636	222.175	118.9	.....	1635	1877*
Feb...	263.5	264.4	187.3	187	286.844	18.0776	227.020	121.9	.....	1633	.....
March	269.2	266.6	188.0	187	286.430	18.0732	227.977	126.1	.....	1668	.....
April..	269.4	270.0	189.8	191	291.404	18.4656	230.313	130.5	.....	.....	.....
May...	275.8	273.4	191.1	191	288.030	18.9133	235.665	135.7	.....	.....	.....
June...	280.6	277.5	192.3	193	281.758	19 0091	224 843	132.7	.....	.....	.....
July ..	284.0	278.5	193.1	.....	285.744	19.1849	232.575	123.3	.....	.....	.....
Aug...	284.3	284.9	.....	.....	287.376	19.1162	232.058	122.2	.....	.....	.....
Sept..	285.3	283.5	.....	.....	294 276	19.0485	232.882	123.2	.....	.....	.....

a July of each year. *b* Foods. *c* 1901-1900—. *Quarter beginning that month.

INVESTIGATION INTO THE PROFITS OF RESTAURANTS IN OTTAWA

The Cost of Living Branch of the Department of Labour has recently issued a statement based upon its investigations, under Order-in-Council No. 2777, (see page 1848, December, 1916, issue of the Labour Gazette) into the profits that are being made by the restaurants in the city of Ottawa. The necessary information was obtained through the medium of sworn statements which the restaurant managers were required to submit. These statements, which approximately covered three periods of time, gave the following information: The price charged customers for each portion served of certain specified commodities; the quantity or weight of such portion; the price paid per pound for the commodity, and the name of the firm from which it was purchased. From this information it would appear that the profits on bacon, beef, pork and veal have increased very rapidly during the last few months. In the table that follows it will be noticed that there has been a considerable reduction in the quantity of each portion served during August and September as compared with that served during June. The weights for June were taken from the sworn statements of the restaurant managers, while those of the subsequent period were obtained through actual purchase by a representative of the Labour Department.

The restaurants investigated are denoted in the table by numbers, and the percentage of gross profits represents the percentage of the increase in the prices charged to customers upon the prices paid by the restaurant.

DECEMBER 1, 1917.

Restaurant No.	Food Item.	Quantity Served	Gross Profit per lb.	Percentage gross profit
1.....	Bacon.....	5⅓ oz.	$ .90	200%
1.....	Roast Beef...	8 oz.	.95	380%
1.....	Roast Veal...	8 oz.	.90	450%
1.....	Roast Pork...	8 oz.	.77	233%
2.....	Bacon.....	4 oz.	1.00	250%
3.....	Bacon.....	4 oz.	.80	200%
4.....	Bacon.....	4 oz.	.77	179%
5.....	Bacon.....	5 oz.	.18	39%

JUNE 1, 1918.

Restaurant No.	Food Item.	Quantity Served	Gross Profit per lb.	Percentage gross profit
1.....	Bacon.....	4 oz.	$1.52	317%
1.....	Roast Beef...	7 oz.	1.30	433%
1.....	Roast Pork ..	6 oz.	1.51	433%
1.....	Roast Veal...	6 oz.	1.35	540%
2.....	Bacon.....	4 oz.	.72	150%
3.....	Roast Beef...	8 oz.	4.42	150%
3.....	Roast Pork...	6 oz.	.58	167%
4.....	Bacon.....	4 oz.	1.15	256%
5.....	Bacon.....	4 oz.	.65	118%
6.....	Bacon.....	4½ oz.	.23	48%

AUGUST 1 AND SEPTEMBER 9, 1918.

Restaurant No.	Food Item.	Quantity Served	Gross Profit per lb.	Percentage gross profit
1.....	Bacon.....	1½ oz.	$4.92	1200%
1.....	Roast Beef...	4½ oz.	2.50	737%
1.....	Roast Veal...	8½ oz.	1.16	464%
2.....	Bacon.....	1⅝ oz.	3.03	740%
3.....	Bacon.....	1¾ oz.	2.37	579%
4.....	Bacon.....	1¾ oz.	1.42	346%
5.....	Bacon.....	2 oz.	.79	193%
6.....	Roast Beef...	3¾ oz.	1.15	339%
6.....	Roast Pork...	2½ oz.	2.19	592%

ORDER-IN-COUNCIL AMENDING PREVIOUS ORDERS RESPECTING PRICES OF THE NECESSARIES OF LIFE

UNDER date of October 4, 1918, the Government, acting upon the recommendation of the Minister of Labour, passed an Order-in-Council designed to remedy certain defects in Orders-in-Council P.C. 2777 and P.C. 2957,* respecting the high cost of living. The regulations contained in the new Order are wider in their scope than those now rescinded: they provide extended facilities for investigation; publication of fair prices; prosecution by a municipality, or by the Minister of Labour, in addition to the present method of prosecution by the provincial attorney general. The rental values of dwelling houses is also included as a subject of investigation, and power is given to proceed against hotels and restaurants which sell necessaries of life at a price higher than is reasonable and just. Provision is made for the establishment by the council of any municipality of a Fair Prices Committee, which committee shall have authority to investigate the amount of any necessary of life held for sale in the municipality, the time when acquired, the original cost, and the price at which it is held for sale. These committees will also determine reasonable sale prices for commodities, and fair rental values of dwellings held or offered for rental in the municipalities. Provision is made for the publication of all findings of these committees in the newspapers published in the municipalities concerned or at the nearest point thereto. The full text of the new Order follows:

P.C. 2461.

Whereas, with the view to preventing undue enhancement of the cost of living, Orders-in-Council P.C. 2777 and P.C. 2957 were enacted, but in their administration certain defects therein have been disclosed;

Therefore, His Excellency the Governor-General in Council, on the recommendation of the Minister of Labour, and under and by virtue of the powers conferred by the War Measures Act, 1914, or otherwise, vested in the Governor-General in Council, is pleased to rescind and doth hereby rescind the above mentioned Orders-in-Council (P.C. 2777 and P.C. 2957) and is further pleased to make the following regulations, and the same are hereby made and established accordingly:

REGULATIONS.

1. For the purpose of these regulations the expression "council" means the governing body of a municipality. "Minister" means the Minister of Labour. "Necessary of life" means a staple and ordinary article of food (whether fresh, preserved, canned or otherwise treated), clothing, fuel, including the products, materials and ingredients into, from or of which any thereof are in whole or in part manufactured, composed, derived, or made, and any other item of common and ordinary household expenditure. "Municipality" means any county, district, township, parish, city, town, village, or other area within a province, which is governed municipally or by council or similar body. "Person" includes natural persons and bodies corporate.

2. (1) No person shall conspire, combine, agree, or arrange with any other person—

(a) to limit the facilities for transporting, producing, manufacturing, supplying, storing or dealing in any necessary of life; or,

b) to restrain or injure trade or commerce in relation to any necessary of life; or,

(c) to prevent, limit or lessen the manufacture or production of any necessary of life, or to enhance or maintain the price thereof; or,

(d) to prevent or lessen competition in the production, manufacture, purchase, barter, sale, transportation, insurance or supply of any necessary of life.

(2) Nothing in this section shall be construed to apply to combinations of workmen, or employees, for their own reasonable protection as such workmen or employees.

(3) Section 498 of the Criminal Code shall, as respects necessaries of life only, until the repeal of this section of these regulations, be deemed to have been repealed.

3. (1) No person shall accumulate or shall withhold from sale any necessary of life beyond

*For text of P.C. 2777, as amended by P.C. 2957, see Labour Gazette for December, 1916, page 1849.

an amount thereof reasonably required for the use or consumption of his household or for the ordinary purposes of his business.

(2) Every person who holds or offers for sale, or sells or provides or furnishes for consumption at a price, whether upon the premises which he occupies or not, any necessary of life, shall sell it, or provide or furnish the same for consumption as aforesaid, at a price not higher than is reasonable and just; and any person who leases or holds or offers for rental any property shall lease the same at a rental not higher than is reasonable and just.

(3) Provided, however, that this section shall not apply or extend to any accumulating or withholding by any farmer, gardener, or other person, of the products of any farm, garden, or other land cultivated by him; nor shall any manufacturer, wholesaler or jobber, because of anything herein contained, be under obligation to sell to other than such classes of persons as are accustomed to purchase from manufacturers, wholesalers, or jobbers, respectively.

The above proviso shall not relieve any person from liability for waste under Order of His Excellency the Governor-General in Council, P.C. 597.

4. The Minister may, by notice in writing under his hand or that of his deputy, require any person who produces, stores or deals in any necessary of life to make and render unto the Minister, within the time set in such notice, and such person shall make and render unto the Minister a written return under oath or affirmation containing any information that the said Minister may require, with respect to the production, purchase, sale, shipment, origin, destination or price of any necessary of life, produced, stored, or dealt in by such person.

5. The Minister shall have power to investigate the business and to examine the premises, books, papers, and records of any person respecting any necessary of life or rental value of any real estate, and for this purpose the Minster may appoint an examiner or examiners, and may authorize in writing any examiner so appointed to enter and examine the premises, books, records, and papers of such person, and to take evidence under oath or affirmation of any person whom such examiner or examiners may believe has knowledge relating to the matters under investigation, and for all such purposes the said examiner or examiners shall have the powers of a commissioner appointed under the provisions of Part I of the Inquiries Act.

6. (1) The Council of any municipality may appoint a committee or two or more of their officers, to be known as the "Fair Price Committee," and shall submit the names of the committee to the Minister, who shall in writing authorize it to investigate:

(a) The amount of any necessary of life specified by the said council and held by any person for sale or disposition, within such municipality, at any indicated time or times, including any time preceding the making of these regulations;

(b) The time when any or all of such necessary of life was acquired, produced, or brought within or into such municipality;

(c) The cost within such municipality of such necessary of life, including all charges of an overhead or other nature affecting such cost;

(d) The price at which such necessary of life is held in such municipality for sale, or at which any sales of part of the same or of a similar necessary of life have been made by such persons within such municipality at any indicated time or times, including any time preceding the making of these regulations;

(e) The price which in the opinion of such committee would be a just and reasonable one at which to hold such necessary of life for sale within such municipality;

(f) The amount of wastage or destruction of any such necessary of life, and the reason for same;

(g) The fair rental value of any dwelling held or offered for rental within the municipality.

(2) For all such purposes the committee shall have the powers of a commissioner appointed under the provisions of Part I of the Inquiries Act.

(3) Whenever in the opinion of the committee or of the council there is evidence disclosing any offence against these regulations, either the committee or the council may take such proceedings thereunder as they may deem proper, or may remit the evidence to the attorney general of the province within which such offence shall have been committed for such action as such attorney general may be pleased to institute.

(4) All lawful expenses incurred by the said committee shall be payable by the municipality.

7. Immediately upon the close of the investigations the said committee shall report their findings to the Minister and to the council by which they are appointed, and shall publish over their signatures in the paper or papers published in the said municipality, or where there is no such paper, in a paper published at the nearest point thereto, the fair price to the consumers in that municipality of the necessaries of life investigated.

8. (1) Except in investigations had by a "Fair Price Committee," whenever in the opinion of the Minister there is evidence disclosing any offence against these regulations, the Minister shall take such proceedings as he may deem necessary or shall remit the evidence to the attorney general of the province within which such offence shall have been committed for such action as such attorney general may be pleased to institute.

(2) Prosecutions under these regulations shall be commenced only in the county or municipality in which some or all of the necessaries of life with respect to which the alleged offence was committed were situated at the time of the commission of the offence, or in the county in which the person charged resides or carries on business.

9. (1) Any person who contravenes or fails to observe any of the provisions of these regulations shall be guilty of an indictable offence and liable upon indictment or upon summary conviction under Part XV of the Criminal Code to a penalty not exceeding $5,000, or to imprisonment for any term not exceeding two years, or to both fine and imprisonment as specified; and any director or officer of any company or corporation who assents to or acquiesces in the contravention or non-observance by such company or corporation of any of the provisions of these regulations shall be guilty personally and cumulatively with his company or corporation and with his co-directors or associate officers.

(2) For the purposes of the trial of and indictment for any offence against these regulations, Section 581 of the Criminal Code, authorizing speedy trials without juries, shall apply.

Rodolphe Boudreau,
Clerk of the Privy Council.

LABOUR LAWS IN CANADA AS EXISTING AT THE BEGINNING OF 1918

LAST year the Department of Labour undertook the preparation of a series of reports giving the text of all the labour laws enacted by the Dominion and Provincial Governments that were in effect at the end of 1917. The first report of the series was issued during last October, and contained all the labour laws enacted in Canada during the year 1916. A very complete summary of this report was given in the Labour Gazette for November, 1917, (page 937), but further reports have now been issued, of which one contains the labour laws of Canada as existing at the end of 1915, and the other, those laws enacted during the year 1917.*

The material for the report up to 1915 was selected from the last Revised Statutes, from the subsequent yearly volumes of Statutes up to the end of 1915, and, in the case of Quebec, from the Civil Code and the Code of Civil Procedure. For Alberta it was necessary to use the Consolidated Ordinances of the North West Territories, 1898, and the annual volumes of Ordinances up to 1906, as no Revised Statutes of Alberta have been published since the establishment of that province in 1905. For convenience, amending acts were consolidated with the Statutes which they amend except in a few instances where the form of the amendment rendered consolidation impracticable. As this report containing the earlier legislation was prepared after those containing the laws of 1916 and 1917, it was possible to omit Statutes which were in existence at the end of 1915 but which were repealed or were replaced by new legislation during 1916 and 1917; but in each instance where this has been done a note indicating the later legislation has been inserted in place of the Statute.

The report for 1917 contains all the laws enacted during the year except those for the province of Quebec, where the session opened late and extended into 1918. These will appear in the report for 1918. The report for 1917 contains a very complete general summary of the laws under the various heads to which they relate. This summary is reproduced below practically in its entirety:

Labour Departments and Bureaus

The Labour Department Act of British Columbia (chapter 32) added another to the list of provincial labour departments and bureaus, and now all the provinces west of New Brunswick,

*For text of some of the labour laws enacted during 1918 see the Labour Gazette for August, 1918, (page 654).

except Alberta, have departments of the kind. The British Columbia law, which follows somewhat closely the Ontario Trades and Labour Branch Act, charges the new department with the administration of the laws affecting labour, the collection and publication of information respecting trades and industries, the investigation of sanitary conditions relating to the health of the industrial classes, and the establishment and maintenance of employment bureaus. The department is empowered to obtain information respecting labour matters from labour organizations and from employers, and the Minister of Labour is required to submit an annual report containing information collected by the department, and recommendations based thereon. The Lieutenant-Governor in Council may make regulations supplementary to the Act.

The only other legislation in this field is chapter 15 of the Ontario Statutes, which amends the Trades and Labour Branch Act. The Branch is now charged with the administration of the new Employment Agencies Act, and a new section enabling the superintendent to obtain such information as he considers necessary for carrying out the Trades and Labour Branch Act, or any of the Acts administered by the Branch, is also added to the original statute.

Wages

The tendency towards the payment of wages at shorter intervals is one of the marked features of the laws enacted upon the subject of wages. The Dominion Parliament amended the Railway Act by adding a new subsection directing that the wages of employees on railways subsidized by the Parliament of Canada shall be paid at intervals of not more than two weeks. The new Factory Act of Alberta (chapter 20) prescribes semi-monthly pay days for all persons employed in any factory, office, office building or shop to which the Act applies. British Columbia also enacted legislation on this subject. Chapter 73 provides for the fortnightly payment of wages to all employees in the mining, lumbering and fishing industries who receive less than $2,000 per annum, and forbids employers to secure exemption from this provision by special contract with employees. The Mineral Survey and Development Act of the same province (chapter 41) includes sections requiring the semi-monthly payment of wages on mining claims under bond or option.

Mechanics' Lien Acts were amended in several provinces. The Nova Scotia Act was amended so that persons performing work upon ships are now included among those entitled to a lien for labour performed. An amending act rewrites section 23 of the Saskatchewan Mechanics' Lien Act respecting the duration of a lien. Section 9 of the British Columbia Act dealing with liens on mortgaged premises is modified with respect to liens performed in or about any mineral claim. An Ordinance of the Yukon Territory rewrites several sections of the Miners' Lien Ordinance, but makes no important change in the provisions of the law.

By the Trust Companies Act of Saskatchewan (chapter 24) it was provided that the directors of a trust company shall be jointly and severally liable to employees for three months' wages, provided that suit is brought within one year.

A schedule of wages for employees in the Dominion Government Printing Bureau was drawn up by the Secretary of State and approved by the Governor-General in October, 1917, under the authority of section 31 of the Public Printing and Stationery Act (R.S. 1906, chapter 80). The schedule, which is based on the rates of wages in printing establishments in Toronto and Montreal, provides for an increase in wages for employees in the Government printing establishment, and gives the new rates retroactive effect from June 15, 1917.

The subject of minimum wages will be considered in connection with the provisions respecting the employment of women and children.

Fair Wages in Government Contracts

The Saskatchewan Public Highways Act, 1916, was replaced by a new Act (chapter 7), which includes, as did the earlier statute, a fair wage clause. The Yukon Ordinance respecting the hours of labour on public works also contains a provision concerning fair wages.

A fair wage schedule, effective from August 14, 1917, to August 14, 1918, was drawn up by the Fair Wage Board of Manitoba and approved by the Minister of Public Works, under the authority of the Fair Wage Act. This schedule appears in the *Manitoba Gazette* of October 13, 1917, and also in the Labour Gazette for November, 1917.

Hours of Labour

Under this title falls that part of the Alberta Factory Act (chapter 20) which deals with the hours during which persons may be employed in establishments covered by the Act. This new law limits the hours of labour per day shift to ten, and per night shift to eight hours. The day shift must not start before seven o'clock in the morning, nor end after six o'clock in the afternoon, and employers are required to allow at least one hour per day between eleven and two o'clock for lunch. Unless for special reasons the inspector permits employment for a longer period, no person is to be employed for more than one shift in one day.

An amendment to the Federal Railway Act empowers the Board of Railway Commissioners to limit or regulate the hours of labour of any railway employees, with a view to the safety of the public and of the railway employees themselves.

The Council of the Yukon Territory passed an Ordinance (chapter 6) providing that no person employed on public works in the Territory shall be required or permitted to work more than eight hours in one day, except in cases of extraordinary emergency.

The remaining enactments respecting hours of labour affect employees in shops. The New Brunswick Legislature passed an Early Closing Act (chapter 33) repealing former legislation on the subject. Formerly the council of a city or incorporated town had power to pass by-laws fixing the hours of closing in shops, but the new law requires the council to pass a by-law with respect to hours of closing for any particular class of shops upon the presentation of a petition signed by three-quarters of the persons engaged in the line of business affected. Days preceding certain holidays and the days of the last three weeks of December were exempt from the early closing regulations under the old Act, and to these are now added the days during the first two weeks in January. The definition of "shop" in the Alberta Early Closing Act is amended to include the place in which a blacksmith or other artisan carries on his trade, and a clause providing that the time for closing blacksmiths' shops may be fixed at any hour after five in the afternoon is added to the Act. An amendment to the Towns' Incorporation Act of Nova Scotia enables town councils to pass by-laws respecting hours for closing shops, while the City Act of Saskatchewan is amended so that, in addition to the power of requiring shops to close at six o'clock already possessed by city councils in that province, such councils now have power to pass by-laws requiring any class of shops to remain closed after noon one day a week.

Holidays and Rest Days

All the enactments on this subject have to do with street railways. An amendment to the Nova Scotia Street Railways Act empowers the Public Utilities Board to make regulations, under certain conditions, limiting the number of days in every eight during which street railway employees may be required to work. An amendment to the Ontario Railway Act exempts the London Street Railway Company, in respect to

a part of its line, from the provision prohibiting the operation of street railways on Sunday. Saskatchewan in the new Rural Municipalities Act (chapter 14), replacing a former Act of the same title, reproduces the section respecting Sunday street cars without change. The council of a municipality may pass a referred by-law permitting Sunday

Regulation and Inspection of Factories

The most important enactment under this head was the new law regulating factories and office buildings passed by the Legislature of Alberta. The first Canadian legislation on this subject was enacted by Ontario in 1884. Other provinces have followed suit from time to time until, with the passing of the Alberta Factory Act (chapter 20), Prince Edward Island is now the only province in the Dominion without a factory law. Various provisions of the Alberta law, such as those dealing with wages, are considered under other headings, and only those respecting the sanitary condition of factories, fire prevention, factory inspection and kindred subjects will be noted here. The Act applies to shops and office buildings in cities and towns having a population over 5,000, and to all factories within the province. The Lieutenant-Governor in Council is empowered to appoint inspectors, male or female, who are given extensive powers in respect to examining premises and making inquiries. An inspector may prohibit the eating of meals in a room in which a manufacturing process is carried on, and may require employers to furnish suitable eating places for employees. Food is not to be taken into a room where any poisonous substance is exposed or where there are poisonous gases. The Act includes regulations with respect to furnishing conveniences for employees, supplying pure drinking water, heating premises, ventilation, overcrowding, washrooms, etc. Provision is also made for the keeping of a register of the names and addresses of all persons engaged in the manufacture of clothing at home. Permits are to be issued by the inspector stating that the places in which the work is done are in good condition. Detailed instructions are given in the Act respecting the guarding of machinery, the construction and equipment of elevators, and fire prevention and protection in factories and office buildings. Sanitary regulations for bakeshops are also included in the law. The provisions touched upon above are practically identical with those on the same subjects in the Ontario Factory Act, but several sections of the latter Act apply only to women and children, whereas the corresponding sections in the Alberta statute are made to apply to all employees, by the substitution of the word "person" where the Ontario Act has the words "women and children."

An amendment to the Public Health Act of Nova Scotia prohibits the use of common drinking cups, common towels or similar articles in any shop or office building in the province. A similar prohibition appears in regulations issued by the New Brunswick Board of Health applying to factories, shops and office buildings. Other regulations of the Board require that wiping rags shall be sterilized before being furnished to employees in industrial establishments.

Manitoba replaced the Fires Prevention Act by a new Act with the same title (chapter 35). The industrial interest of this Act lies in its relation to fires in buildings in which persons are working. It is not to apply, however, to any factory, shop or office building covered by any law in force in the province previous to the passing of the Fires Prevention Act. The Lieutenant-Governor in Council is empowered to appoint a fire commissioner, a deputy fire commissioner and other employees. The commissioner is charged with the enforcement of laws relating to the prevention of fire, the storage, sale and use of explosives, fire escapes, etc. All fires are to be investigated, and insurance companies are required to furnish state-

ments respecting fires which affect them. When the commissioner finds a building in a condition which makes it liable to fire, it is his duty to order the condition remedied, and penalties are provided for the non-observance of such an order.

An amendment to the Manitoba Passenger and Freight Elevator Act provides that no person shall be eligible to act as an elevator inspector under the Act who is connected in any way with the business of building, repairing or altering elevators. In this connection it may be noted that rules and regulations, adopted by the Lieutenant-Governor in Council under the authority of section 3 of the Act, are now in operation. They provide in detail for the construction, operation and maintenance of elevators.

An amendment of minor importance to the Steam Boiler Act was enacted by the Manitoba Legislature. An amendment to the Steam Boiler Act of Saskatchewan was also passed at the first session of the Legislature of that province. Provision is made for the operation of steam portable and traction engines in such a manner as to minimize the danger of fire, and the inspector is charged with the duty of seeing that engines are furnished with fire-prevention appliances. The same Act was further amended at the second session. The various types of boilers are defined in the amending Act, and provision is made for the registration of boilers by the owners, and for the issuing of numbered licenses. Annual inspection of boilers is provided for in the principal Act, and inspection may also be made whenever the inspector thinks advisable.

Regulation and Inspection of Mines

Saskatchewan enacted a Mines Act (chapter 10) replacing former legislation for the regulation of coal mines. The new Act is practically a continuation of the Coal Mines Act, but the change in title is significant as an indication of the widened scope of the Act to include the mining of other minerals. New sections provide that where wages are regulated by the weight of mineral recovered, the mine employees may appoint a checkweigher at their own cost, and may station him at the place where the mineral is weighed. The checkweigher so appointed must be a practical working miner of at least three years' experience, and is to work under conditions set forth in the Act. A further addition empowers an inspector, in any case not expressly provided for in the Act, to order defects or dangerous practices in any mine remedied, and if such defects or practices cannot be remedied, to order the wihdrawal of the men from the mine in question. If the owner of the mine objects to the alterations ordered by the inspector, he may appeal to an arbitration board, and must comply with the award made by such board. The schedule of general rules for the safety and comfort of mine workers is altered in a few instances to conform more closely to modern practice.

The Nova Scotia Legislature amended those sections of the Coal Mines Act which have to do with the special rules made by mine owners for their respective mines. The amending Act also prescribes further precautions in connection with shot firing.

Regulation and Inspection of Buildings and Excavations

The Manitoba Legislature amended the existing law of the province respecting the protection of employees on buildings and excavations. The Lieutenant-Governor in Council is now empowered to adopt regulations, in addition to those contained in the Act, for the protection of such employees, and the Minister of Public Works may appoint a board of qualified persons to draft rules and regulations. The chairman of the board is to be an official of the Department of Public Works, and the other members are to represent employers and em-

ployees in equal numbers. The amending Act also directs that in municipalities where building permits are required, the official issuing such permits must make a weekly return to the Bureau of Labour.

Regulation and Inspection of Electrical Construction and Apparatus

The Alberta Legislature enacted an interesting law (chapter 7) aiming at the protection of electrical workers. In Ontario the Power Commission, and in Saskatchewan the Lieutenant-Governor in Council, has power to make regulations concerning the construction and use of electric wires, etc., while in British Columbia there is a law providing for the inspection of all machinery, works and appliances used in connection with generating, transmitting or supplying electrical energy, and empowering inspectors to order the remedying of defects. Alberta, however, is the first province to pass an Act setting forth in detail the requirements to be observed in connection with electrical construction and installations. The Act includes precise specifications respecting wires, cables, transformers, poles, manholes, etc., and directs that all such wires and other electrical apparatus are to be made to conform with the provisions of the Act within ten years. The Board of Public Utility Commissioners is charged with the administration of the Act, and may order the erection of protection devices previous to the expiration of the ten years. The Board is also empowered to supplement the Act by additional regulations.

Employment of Women and Children

Legislation bearing upon this subject was passed in several provinces during the current year. The Alberta Factory Act (chapter 20) forbids the employment of children under the age of 15 years in any establishment to which the Act applies. Employers are directed to furnish seats for female employees, and to permit their use when the employees' work will not be interfered with. The provisions of the Act respecting minimum wages also fall under this head. Alberta is the first province to enact legislation on the subject, and the section in question (section 24) fixes a minimum wage of $1.50 per shift for all persons employed in factories, shops, offices or office buildings, except apprentices, who may be paid a minimum wage of $1 per shift. Day shifts are limited to ten, and night shifts to eight hours.

The Nova Scotia Legislature enacted a new Children's Protection Act (chapter 2) repealing former legislation on the subject. Part IV of the Act is concerned with the hours of labour for young persons in shops. Boys under 14 and girls under 16 years of age are not to be employed in any shop for more than eight hours on any day, or for more than four hours on Saturday, and on every day that employees work more than four hours at least one hour is to be allowed for lunch. Employers are directed to furnish seats for female employees, and to post notices referring to the provisions of Part IV.

The Manitoba Legislature amended the Factories Act and the Shops Regulation Act in respect to the employment of children. Employers are now required to obtain birth certificates or statements signed by parents from persons under 16 years of age before permitting such persons to work in any factory, shop or office. When a factory inspector grants an exemption from the provisions of the Factories Act respecting the hours of labour for female employees, such exemption is not to apply to persons under 17 years of age. Similarly, the emergency limit of 70 hours a week allowed by the Shops Regulation Act is not to apply to female employees under 16 years of age. The chapter amending the latter Act alters the definition of "shop," which appears in the division of the Act dealing with the hours of labour for young persons, so that premises used in connection with messenger ser-

vice are now included. A further clause of the amending Act directs that the provisions respecting the hours of labour for young persons in shops shall apply also to offices.

The Children's Protection Act of Nova Scotia (chapter 2) and the corresponding Act passed in Saskatchewan (chapter 13) contain clauses respecting the employment of children in certain occupations. The former statute provides that any child under 16 years of age who is employed in a brewery, or in any place where intoxicating liquors are made or sold, may be apprehended as a neglected child. The latter statute makes a similar provision with regard to children employed anywhere between 10 o'clock at night and 6 o'clock the next morning. The Saskatchewan law also empowers municipal councils to pass by-laws for regulating and licensing children engaged in street trades. Licenses are not to be granted to girls of any age or to boys under 12 years of age, and boys between the ages of 12 and 14 years must have written authority from their parents before licenses may be granted. Children are forbidden to engage in street trades after 8 o'clock at night in December, January and February, or after nine o'clock throughout the rest of the year.

The subject of school attendance is considered in several laws. An amendment to the Prince Edward Island law respecting school attendance makes the law applicable to children between the ages of eight and 14 years, instead of to those between the ages of eight and 13 as formerly. The period of attendance required is raised to 30 weeks in Charlottetown and Summerside, and to 20 weeks elsewhere in the province. The Nova Scotia law regulating school attendance in cities and towns is amended so that its application may be extended to country school sections, upon the adoption of a resolution to that effect by the majority of the qualified voters present at the annual school meeting. In such case, however, the provisions are to apply to children from seven to 14 years of age, instead of to those between six and 16, as in cities and towns. The Manitoba Legislature made a minor amendment to the School Attendance Act respecting the employment of children in husbandry during a school term. Saskatchewan repealed the sections of the School Act dealing with compulsory attendance, and enacted a School Attendance Act (chapter 19) which requires children from seven to 14 years of age to attend for the whole school year. The Act also forbids any one to employ a child under 14 years of age during school hours, unless such child is lawfully excused from school attendance.

Workmen's Compensation

One new law and a number of enactments amending existing legislation appear under this head. The Council of the Yukon Territory passed a Workmen's Compensation Ordinance (chapter 1) which, while it differs markedly in many respects from the compensation laws enacted by several of the provinces in recent years, is based upon the modern principle that a workman is entitled to compensation under any circumstances except when the injury is attributable solely to the wilful misconduct or intoxication of the workman himself. Compensation is not payable under the Ordinance unless the workman is disabled for at least 14 days from earning full wages, but where compensation is payable the amount is to be calculated from the date of the accident. The Ordinance does not establish a Workmen's Compensation Board, but provides that questions as to the right to compensation or as to the amount of compensation payable under the Ordinance are to be settled by a judge of the Territorial Court according to regulations set forth in a schedule to the Ordinance. With respect to the scale of compensation the Yukon has not followed the practice established by Ontario, Nova Scotia, British Columbia and

Manitoba. The Ordinance does not provide for periodical payments in case of death or total disability, but fixes lump sums of $2,500 as compensation in the former case, and of $3,000 in the latter event. Lump sums varying in amount from $150 to $2,000 are also provided for certain specified injuries causing permanent partial disability. The only periodical payment under the Act is for temporary disability when the workman is to receive a weekly payment equal to 50 per cent of his daily average wages, but it is provided that the period for such payment shall not exceed six weeks. The Ordinance does not make provision for medical aid nor does it apply to industrial diseases.

Probably the most important amending Act was that passed by the Ontario Legislature. In addition to making a number of minor changes in the principal Act, the amendment adds new sections which make specific provision for medical aid. Workmen are now entitled to medical aid and hospital service made necessary by an injury, for one month from the time such injury is received. In industries included in schedule 1, the board is to furnish or arrange for such aid; while in industries in schedule 2, the responsibility rests upon the individual employers. No contribution towards the medical aid provided is to be collected from employees by the employer. Arrangements other than those provided by the statute may be approved by the board if they are not less favourable to the workmen. The amendment also adds miners' phthisis to the list of industrial diseases to which the Act applies. An amendment to the Northern and Northwestern Ontario Development Act extends the benefits of the Ontario Workmen's Compensation Act to workmen employed in any work undertaken under the Development Act.

Two regulations, numbers 87 and 88, were passed by the Workmen's Compensation Board of Ontario during the year. Number 87 re-enacts regulation 51 which penalizes employers who delay in paying assessments. Regulation 88 was passed under the authority of section 44a, one of the new sections respecting medical aid added to the Workmen's Compensation Act by the amendment noted above. The regulation in question directs that every employer who has from 15 to 300 workmen usually employed shall provide and maintain in his establishment a first aid kit, which shall contain certain specified articles and be in charge of some suitable person. Where more than three hundred workmen are usually employed the employer is required to have an emergency first aid room, equipped according to specifications, in charge of a person who has taken a first aid course. The regulation also requires that crews in charge of vessels and railway trains shall be provided with minimum first aid kits.

Two chapters of the Nova Scotia statutes amend the Workmen's Compensation Act of that province. The first amendment makes a number of minor changes in the Act, and the second fixes $5 per week as the minimum compensation in case of permanent total disability, unless the workman's earnings average less than that amount, when compensation shall be an amount equal to the average earnings. The amendment also provides for the payment of compensation to an invalid child without regard to age.

By an amendment to the New Brunswick compensation law the maximum compensation for fatal accidents is raised from $2,000 to $2,500 and the maximum weekly payment in cases of total or partial disability from $12 to $16. Other minor changes were also made. Another New Brunswick statute (chapter 35) enlarges the powers of the commission appointed at the beginning of 1917 to inquire into the working of the Ontario and Nova Scotia Workmen's Compensation Acts by authorizing inquiry into any legislation on the subject. To assist the commission in making its inquiry, the Act directs employers to file with the Provincial Secretary-Treasurer certified copies of their pay rolls.

In Manitoba an amendment to the Workmen's Compensation Act brings certain industries within the operation of Part I of the Act, while certain other industries are excluded.

The workmen's compensation law of Saskatchewan was amended at both sessions of the Legislature. The amending Act passed at the first session allows indebtedness incurred for care and treatment in a hospital receiving provincial aid to be set off against compensation recoverable under the Act. The amendment of the second session added a new section respecting cases where settlement of the claim for compensation has been agreed upon either before or after the commencement of an action.

Examination and Licensing of Workmen

Laws regulating chauffeurs are the most numerous under this head. Amendments to the Motor Vehicles Acts of Nova Scotia and New Brunswick include minor changes respecting the licensing of chauffeurs, and in Saskatchewan earlier legislation on the subject of motor vehicles was replaced by a new statute (chapter 42). The Saskatchewan Act provides for the licensing of chauffeurs, and prescribes 18 years as the minimum age, with the proviso that an applicant under the prescribed age, but over 16, who proves by a special examination test that he is skilled and capable, may be granted a license. A licensed chauffeur must wear the numbered badge issued to him by the Provincial Secretary's department.

The licensing of electricians is the subject of a law enacted by the Manitoba Legislature (chapter 29). A board of examiners is to be appointed by the Lieutenant-Governor in Council, upon the recommendation of the Minister of Public Works. All electrical contractors and journeymen will be examined by the board, and licenses will be issued to them upon their qualifications being established. Certain certificates issued under the Steam Boiler Act entitle the holders to perform journeymen electricians' work on the premises where they are employed as stationary engineers. Special licenses may also be issued to workmen engaged in repair or maintenance work on electrical equipment in some particular industrial establishment.

The examination of mine workers of certain classes is treated by two provinces, Nova Scotia and Saskatchewan. The Coal Mines Act of the former province is amended in respect to the appointment of examiners for ascertaining the fitness of applicants for certificates of competency as managers, underground managers and overmen. The new Mines Act of the latter province makes a change in the system of exam-

ination for managers', pit and fire bosses' certificates. Formerly the examination was conducted by a board of examiners and no appeal from their decisions was allowed. Under the new system the examination will be conducted by one of the government mining inspectors, and a dissatisfied candidate may appeal to the Minister.

Employment Offices

The Ontario Legislature passed a new Act (chapter 37) replacing a statute passed in 1914 which had not been brought into operation. The earlier Act applied only to private employment offices charging a fee for service, whereas the new law applies also to voluntary employment agencies which charge no fees. The Act provides for the issuing of licenses by the Superintendent of the Trades and Labour Branch instead of by the Provincial Treasurer as formerly, and empowers the Lieutenant-Governor in Council to make regulations respecting a number of matters connected with the conduct of employment agencies. Regulations already passed under the authority of the Act relate to a number of different points. The fee for a license to a private employment agency is fixed at $25, and to a voluntary or municipal agency at $1, and security to the amount of $200 must be given for the observance of the Act and the regulations. The maximum charge for securing employment for any person is fixed at $1, and the same maximum is set for the fee charged an employer for each employee secured. Provision is made for refunding fees under certain conditions. The forms used by employment agencies must be filed with and approved by the Superintendent, who may direct changes in any form of contract which he considers unfair or oppressive. Employment agencies must make returns to the Trades and Labour Branch, and the Superintendent, or any inspector appointed upon the recommendation of the Minister of Public Works, may hold an inquiry into the operations of any employment agency.

The Department of Labour created by chapter 32 of the British Columbia Statutes is charged with the establishment and maintenance of employment bureaus.

Under this head may be noted also the Returned Soldiers' Employment Act passed by the Saskatchewan Legislature (chapter 30), although the text of the Act is not reproduced. A commission named in the statute is charged with the duty of making an industrial and commercial survey of the available sources of employment for returned soldiers, and of arranging for placing them through the medium of soldiers' aid leagues, employment bureaus and other agencies. Another type of legislation concerning returned soldiers which bears very indirectly upon the subject of employment is found in acts such as chapter 185 of the Nova Scotia Statutes. This Act incorporates a returned soldiers' association, which has as one of its objects to ensure that employment will be provided for returned men.

Accidents

Provisions on this subject occur chiefly in legislation respecting factories, mines, railways and workmen's compensation. The Factory Act passed by the Alberta Legislature (chapter 20) requires notice of accidents, explosions and death. When an employee is prevented fro

working for more than six days as the result of an injury sustained in a fire or accident, the employer must send a written notice of such accident to the Chief Inspector immediately after the expiration of the six days. When an explosion occurs, however, whether any person is injured or not, or when any person is killed or fatally injured, notice of such explosion, death or injury must be sent within 24 hours.

The Saskatchewan Mines Act (chapter 10), which repeals the Coal Mines Act, reproduces those sections of the earlier Act which dealt with the reporting of accidents with practically no alteration. All accidents must be reported to the secretary of the Bureau of Labour by the owner, agent or manager of the mine, within 24 hours of their occurrence. If death occurs after notice has been given, a further notice must be forwarded.

An amendment to the Dominion Railway Act adds to the section which requires that notice of accidents shall be sent to the Board of Railway Commissioners a further requirement that a conductor or other employee making a report of an accident to the company shall notify the Board of such accident by telegraph as soon as possible after the occurrence of the same.

Civil Rights of Employees

New sections are added to the Saskatchewan Election Act enabling railway employees, commercial travellers and other persons whose absence from their place of residence is necessitated from time to time by their employment to vote at provincial elections. Special polling places are to be open from 7 to 10 o'clock in the evening on the three days before the day of the election, for the use of those voters who declare that they expect to be absent in the course of their employment from their regular voting places on the day of the election. Another section of the same amending Act declares that polling day is to be a public holiday after 1 o'clock in the afternoon, and an amendment to the Manitoba Election Act makes a similar provision for that province.

Vocational Training

The only legislation on this subject was an amendment to the School Grants Act of Saskatchewan. Districts establishing industrial evening schools, in which persons employed during the day may be instructed in the trades or occupations with related instruction in other subjects, as provided for in the School Act, are to be encouraged by an annual grant equal to 40 per cent of the cost of tuition up to a maximum of $250.

Mothers' Pensions

There are only two enactments on this subject to be noted. Saskatchewan followed the example set in 1916 by Manitoba and passed a Mothers' Pensions Act closely resembling that of the latter province. Manitoba amended the section of the Mothers' Allowance Act which deals with the levy upon the municipalities for part of the moneys required for the purposes of the Act.

Co-operative Associations

Alberta amended the section of its Co-operative Associations Act which outlines the procedure for the incorporation of an association. The number of persons necessary for incorporation is raised from seven to 20, and the clause inserted in 1916 requiring the holding of a

public meeting in connection with the formation of a society is struck out.

Loans and Financial Aid for Settlers

As in 1916, laws on this subject are mentioned because of their bearing upon the problem of the re-absorption of returned men into civil life.

The most important enactment was the Soldier Settlement Act (chapter 21) passed by the Parliament of the Dominion. The Act in question provides for the appointment of three commissioners, upon whose request the Minister of the Interior may reserve Dominion lands. Returned soldiers may be granted free entry on such land under conditions to be determined by the Governor in Council. The Board is empowered to make loans to such settlers, to provide for agricultural instruction for returned soldiers, and to make regulations respecting settlement, subject to the approval of the Governor in Council.

Prince Edward Island enacted legislation (chapter 4) with a view to organizing and preparing land for settlement by returned soldiers.

Ontario passed the Returned Soldiers' and Sailors' Land Settlement Act (chapter 13), which is to be read as part of the Northern and Northwestern Ontario Development Act. The Lieutenant-Governor in Council may set apart and appropriate land suitable for settlement by returned soldiers and sailors, and may make regulations concerning such settlement. Among the subjects enumerated upon which regulations may be made are instruction depots, farm colonies, loans to settlers, co-operative arrangements, and the erection of churches and schools.

The Legislature of British Columbia enacted the Land Settlement and Development Act (chapter 34) to promote increased agricultural production. The Act creates a Land Settlement Board with wide powers respecting land development, land settlement and agricultural loans. Section 45 provides that a returned soldier of any rank on his first purchase of land from the Board shall be entitled to an abatement of five hundred dollars on the purchase price. The Act is to come into force upon proclamation by the Lieutenant-Governor. The Soldiers' Homestead Act, 1916, was repealed, and in the repealing Act it was provided that no volunteer or reservist who was an applicant for the purchase of Crown lands on August 4, 1914, should lose his right to obtain a Crown grant on account of failure in the payment of purchase moneys, interest or taxes during the war or for six months after its termination, provided a notice of the land applied for is filed in the Department of Lands.

The text of these laws is not reproduced.

RECENT LEGAL DECISIONS AFFECTING LABOUR

By French law the custodian of an object that causes damages is presumed at fault

A WORKMAN engaged on the erection of a building in Montreal was killed by an elevator which was used for the hoisting of material, and his widow sued his employers for damages on account of his death. The evidence showed that the deceased, who was assistant foreman on the fourth floor, rang the bell for the elevator, and it was set in motion by the engineer in charge in the basement. While it was rising, another employee in a higher storey called down to the deceased. The latter put his head into the well of the elevator in order to answer his fellow employee, and in doing so, he neglected to ring the bell a second time as a signal to the engineer to stop the elevator. As a consequence it struck him on the head and killed him.

The claim of the plaintiff was based on

Articles 1053 and 1054 of the Civil Code of Quebec, which are in part as follows:

1053. Every person capable of discerning right from wrong is responsible for the damage caused by his fault to another, whether by positive act, imprudence, neglect or want of skill.

1054. He is responsible not only for the damage caused by his own fault, but also for that caused by the fault of persons under his control and by things which he has under his care; . . . Masters and employers are responsible for the damage caused by their servants and workmen in the performance of the work for which they are employed.

The trial judge of the Superior Court found that the death of the plaintiff's husband was ascribable solely to his own imprudence. The Court of Review reversed this judgment and assessed the damages at $8,000. The Court of King's Bench reduced the damages, holding that there was contributory negligence on the part of the deceased. Both sides appealed to the Supreme Court of Canada against this judgment. It was pointed out that according to French jurisprudence in the case of an accident caused by an inanimate object, there is a presumption of fault in respect to the custodian of this object, and the burden of proof lies upon him. In the present case, the fellow employee of the plaintiff's husband was held to be partly to blame for the accident in calling to him when the elevator was in motion, and for this reason the defendant company was liable. The deceased workman, however, was held to have been also guilty of imprudence, but this fault was not the only one which contributed to the accident. The Supreme Court accordingly upheld the judgment of the Court of King's Bench and dismissed both appeals with costs. (*Canada — Norcross Bros. Co. v. Gohier.*)

A member of I. C.R. Employees' Association is bound by its rules and cannot claim damages from Government for accident after accepting allowance from Association

A labourer employed on the Intercolonial Railway sought by petition of right to recover damages in the sum of $10,521 for the loss of an arm through an accident sustained while he was at work. On behalf of the Crown, the plea was set up that the suppliant being a member of the Intercolonial and Prince Edward Island Railways Employees' Relief and Insurance Association, it was relieved by the rules and regulations of that association, and by the suppliant's agreement on becoming a member thereof, of all liability for the claim. This plea was upheld by the Court and the action was dismissed. In the judgment of the Court it was pointed out that at the time the suppliant entered the employ of the railway he was given a booklet intituled "Intercolonial and Prince Edward Island Railways Employees' Relief and Insurance Association, Rules for the guidance of members of the Temporary Employees Accident Fund." He signed a document acknowledging the receipt of this booklet, and agreeing to be bound by and to abide by the rules and regulations of the association, as a condition to his employment. Furthermore, after the accident he was paid and received a certain weekly sick allowance during 26 weeks from the association, and the receipts for these allowances contained the words "as full of all claims against said association on account of injury to arm . . . in accordance with constitution, rules and regulations." Among the rules is the following:

Rule 3.—In consideration of the contribution of the Railway Department to the association, the constitution, rules

and regulations, and future amendments thereto, shall be subject to the approval of the chief superintendent, and the Railway Department shall be relieved of all claims for compensation for injury or death of any member.

It was held by the Court that such contract of service is perfectly valid and is not against public policy. The suppliant having accepted the weekly allowance and given his receipt therefor in the manner described above, he was estopped from setting up any claim inconsistent with those rules and regulations, and was therefore precluded from maintaining this action. (*Canada—Gagnon vs. The King.*)

Window cleaners must be given safety guards on public buildings, but cleaner is negligent if he does not ask for them

A man engaged in cleaning a window of an hotel in Montreal, without using a safety appliance, fell and injured his feet. He sued the hotel company for $3,000, basing his demand on the defective state of the window, and on the failure on the part of the defendant to furnish him with proper appliance and safeguards for his protection. The defendant company claimed that the plaintiff had engaged himself as an experienced window cleaner, and that if he sustained any injury, it was due to his own fault and negligence. The action was dismissed by the Superior Court, and the plaintiff appealed to the Court of Review. In the judgment of the Court of Review it was declared that when the plaintiff was put to work no instructions were given to him as to using the safety guards. It was admitted at the argument that the safety guards kept in the store-room of the hotel do not comply with the requirements of section 68 of the regulations concerning public buildings in the province of Quebec, which reads as follows:

"68. In public buildings generally, people having to do the cleaning of windows from the outside must use a platform balcony solidly built and fit to prevent the fall of persons or objects." It was the opinion of the Court that the company defendant was bound to supply such safety appliances and give the necessary instructions to its employees. Knowing the danger of this kind of work, the plaintiff should have asked the defendant to supply him with safety appliances. In doing the work as he did he took a certain amount of risk, and in the opinion of the Court he also was negligent. It was therefore declared that the accident was due to the common fault of both plaintiff and defendant. Damages for which the company defendant was responsible were assessed to the sum of $1,500. *Quebec—Johansen v. The Windsor Hotel Company.*)

REVIEWS

United Kingdom.—Annual Report of the Chief Inspector of Factories and Workshops for the Year 1917. 24 pp.

Factory Inspection in Great Britain

THE Report of the Chief Inspector of Factories and Workshops for Great Britain for 1917 touches upon many important phases of war work. Most of the time of the staff devoted to special work arising out of the war was occupied in dealing with applications for emergency orders, and investigations into conditions of employment and processes with a view to the substitution of women for men. The Dangerous Trades Inspector devoted most of his time to the ventilation of aeroplane factories in order to minimize the injurious effects of the fumes in the doping rooms. The electrical inspector reports that there has been an enormous increase in the

use of electrical energy during the war. A new feature of this industry is the employment of women in electrical stations either as general cleaners or assistants on switchboards. In some substations women are in sole charge of the plant, running the motor generators or rotary converters, with the accompanying switching and regulating duties. This work, however, is regarded as more suitable for men, and disabled sailors and soldiers are being trained for it, a number being already so employed. Further trade conferences were held with employers and workers for the release of men for army or national service and the substitution of women in several industries.

The enforcement of welfare conditions in factories is now part of the ordinary duty of the staff. After conferences with employers' and workers' representatives, orders were made requiring the provision of: (1) protective clothing and cloak and messroom accommodation in factories in which the manufacture of tin or terne plates is carried on; (2) a supply of drinking water in all factories and workshops in which 25 or more persons are employed; (3) first-aid boxes, and, in some cases, ambulance rooms in blast furnaces, iron mills, and other metal works. The importance of securing competent welfare supervisors is increasingly recognized by occupiers of factories and workshops, and following a conference at the Home Office with educational authorities special courses of training for this kind of work have been started in many of the large industrial centres.

Special reports are appended to this report, dealing with Hours of Work and Emergency Orders, Extent and Effect of Substitution of Women and Girls in Industry, Doping in Aircraft Works, and Trinitrotoluene Poisoning.

United States.—Mortality From Respiratory Diseases in Dusty Trades (Inorganic Dusts). By Frederick L. Hoffman, United States Department of Labour, Bureau of Labour Statistics, Bulletin No. 231. 458 pp.

Mortality from lung diseases in dusty trades

The mortality of workers in dusty trades from respiratory diseases caused by the inhaling of inorganic dust is the subject of a report recently issued by the United States Bureau of Labour Statistics. It is stated that the continuous and considerable exposure of workmen to the inhalation of metallic dust is generally recognized by authorities on occupational diseases as probably the most serious health hazard, with particular reference to liability to pulmonary tuberculosis and non-tuberculous respiratory diseases. Statistics of the United States Census for the years 1908 and 1909 show that among workers exposed to metallic dust 21 per cent of deaths from all causes were from pulmonary tuberculosis, whereas the percentage was 14.9 for all occupied males and only 8.7 for farmers, planters and farm labourers. In occupations where there is exposure to mineral dust there appears to be less liability to pulmonary tuberculosis, but more liability to other respiratory diseases, particularly asthma and bronchitis. The greatest mortality from respiratory diseases is found in occupations where the dust is composed of hard, sharp particles, which cut and irritate the lung tissues and thus provide a lodgement for germs. The most unfavourable occupations from this point of view are those of brass workers, metal grinders, printers, including lithographers and pressmen, and engravers.

Of the occupations in which there is exposure to mineral dust, those in which the dust is composed of particles of silica show the greatest mortality from diseases of the lungs. In the cement industry and in coal mining there is a remarkably low death rate from pulmonary tuberculosis.

The report concludes with a quotation from a recent circular of the United States Bureau of Mines on "How a Miner Can Avoid Some Dangerous Diseases," in which is emphasized the importance of guarding against the breathing of dust by using water when drilling and by wearing respirators. It is observed that these recommendations apply to a large section of the mining population and to men employed in metallurgical industries. In a broader sense, however, all inorganic dust in industrial occupations demands the most effective safeguarding of employees against unnecessary hazards to health and life. What has thus far been done has unquestionably resulted in far-reaching benefits to the wage-earners, but much more is required if the excessive mortality from lung diseases in the dusty trades is to be materially reduced.

THE

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

The percentage of unemployment among the members of trade unions at the beginning of October was 0.72 as compared with 1.7 at the same time last year, and 0.5 at the beginning of July, 1918.

During October the labour market was disturbed by the influenza epidemic, which caused both employment and unemployment. Apart from this, however, while there was a general demand for labour, it was not so pronounced as in the preceding months. In civic employment a slight decline was noted in comparison with September and a larger decline in comparison with October, 1917.

The time loss on account of industrial disputes during October was less than during September, but greater than in October, 1917. There were in existence during the month 25 strikes, affecting 4,801 workpeople and involving a time loss of 65,969 working days.

The average cost of the weekly budget of staple foods increased during the month, the October figure being $13.54 as compared with $13.31 in September, 1918, and $7.99 in October, 1914. The index number of wholesale prices rose from 285.3 in September to 289.6 in October, while the index number for October, 1914, was 139.0.

Proceedings under the Industrial Disputes Investigation Act

During the month of October the Department received reports from nine Boards of Conciliation and Investigation appointed to inquire into disputes affecting (1) The Canadian Northern Railway Company and its clerks, station employees, etc.; (2) The Winnipeg Electric Railway Company and its machinists, blacksmiths, electricians, trackmen, carpenters, painters, car cleaners, switch greasers, specialists, and helpers to these crafts; (3) The National Manufacturing Company, Limited, Ottawa, and certain of its employees; (4) The Canadian Express Company, and certain of its employees; (5) The Winnipeg Electric Railway Company and its conductors, motormen, etc.; (6) The Bell Telephone Company of Canada, Toronto, and its operators, clerks, messengers, etc.; (7) The John Inglis Company, The Polson Iron Works and The Canadian Allis-Chalmers Company, Toronto, and their boilermakers, iron shipbuilders, etc.; (8) The Nicholson File Company, Port Hope, Ontario, and certain of its employees; and (9) The British Chemical Company, Trenton, Ontario, and its carpenters and millwrights. A report was received from the Board of Appeal to which had been referred the dispute between certain

firms in Toronto, being members of the Employers' Association of Toronto, and various classes of their workmen; also a report from the Royal Commission established under the Inquiries Act to inquire into alleged unrest existing in the Province of Quebec between various firms engaged in the shipbuilding industry and their employees, with special regard to wages, working hours, overtime and other conditions of labour.

Six applications were received for Boards, and three Boards were established in connection with applications which had been received during the previous month.

* * *

Peace and the food supply

In a recent statement, the Canada Food Board points out that the declaration of peace will not add one ounce of food to a hungry world, but rather, that it will increase the claims on this continent to share what it has with others. The Allies have announced their intention of co-operating with Germany, Austria, Turkey and Bulgaria in making available, as far as possible, supplies of food and other necessaries for the lives of the civilian population of those countries. Besides these, there are in Poland, in the Balkans and in Russia, other millions of people at present on the verge of semi-starvation.

Only a part of the Allied shipping will be free for many months to come to make the long voyages to Australia, New Zealand, South Africa, India and to Argentina, where there are undoubtedly stocks of food. Repatriation of troops, which cannot be made to any great extent for some time to come, will take up for two years an incredible part of Allied shipping. No more vessels will be detached than are imperatively necessary for the distant voyages. "The North American route," says the Canada Food Board, " must remain the great canal of food supply for the whole world."

Classification of Luxuries for Purposes of Taxation

Last April, a Select Committee of the British House of Commons was appointed to consider and report what articles and places ought respectively to be classed as articles of luxury and places of luxury for the purposes of taxation. The Committee presented its report in August, and it has since been issued as Parliamentary Paper (101). The Committee began by taking the French Lists A and B (translated in the White Paper No. 57, 1918), which classify articles of absolute luxury under 26 heads, and articles with a price limit under 77 heads. In conformity with this plan, the Committee drew up two schedules, of which Schedule A contains a list of articles considered as essentially luxuries without regard to price, and Schedule B articles which should be considered luxuries and subject to duty if above a certain price. Although not strictly "articles of luxury," there are included in Schedule A rents for shooting, fishing, etc., and in Schedule B payments for hairdressing, etc., exceeding a specified amount, as, in the opinion of the Committee, these should also be subject to a luxury duty. The articles to be included in Schedule B were divided into four groups: (a) Articles used chiefly by men; (2) articles used chiefly by women; (3) furniture and household articles; (4) objects of art, fancy goods and miscellaneous articles. Each of the groups was assigned to a sub-committee, and a number of women were invited to serve on the sub-committees.

The expression "places of luxury" in the terms of reference was held to refer to hotels, restaurants and other places where meals and accommodation of a temporary character are provided. It was the opinion of the Committee that, apart from the taxation of certain occupied rooms, it would be better, in the interests both of the revenue and of all concerned to tax the articles consumed rather than the places of consumption.

Under Schedule C of the Report is given a list of articles that should be exempt from the tax, although falling within the previous schedules. These include articles purchased by or for museums, art galleries or public libraries, articles for the entertainment of or use by forces of the Crown, and any instrument or apparatus for use in any business, trade, or profession.

* * *

Dominion Power Board created

In order that the water-power resources of Canada may be developed to the greatest advantage in the future, a Dominion Power Board, under the chairmanship of the Minister of the Interior, has recently been created by the Government. The functions of the Board will be as follows:

1. Collecting and systematizing all the information available in the various Government departments regarding the fuel and power resources of Canada.

2. Obtaining, where practicable, through existing organizations and elsewhere, such additional information as may be found necessary to supplement that which is already available.

3. Studying all such data with a view to making from time to time, appropriate recommendations respecting the most advantageous use of the fuel-power resources of the Dominion, including water-powers on boundary rivers.

4. Consulting with responsible bodies and persons carrying on water resources of power investigations in Canada, with a view to bringing about united effort and mutual co-operation.

5. Making a systematic study with a view to co-ordinating, as far as possible, all work now carried on respecting water and fuel resources, and all related investigations, so as to avoid overlapping of effort and to make the results available to the interested public in the most acceptable and economical manner.

6. Conferring with and, where necessary, securing the advice or assistance of—

(a) Power or fuel producing interests.

(b) Specialists or experts in the development or use of power whether produced from one or another agency.

(c) Provincial or Dominion commissions, councils boards, or officials interested in one or another of the various power producing agencies.

7. When necesary for the consideration of any particular problem, appointing, with the consent of the Minister of the Interior, assessors who shall, in connection with any such particular problem, represent Provincial departments, Dominion, Provincial or Municipal commissions, councils or boards, and power producing interests.

8. Reporting, from time to time, progress and results of their work to the Minister of the Interior, who shall be Chairman of the Board.

* * *

Government Grants to Unemployed in Switzerland

The Federal Council of Switzerland issued a Decree, in August last, concerning the payment of compensation to workpeople in private industrial undertakings in respect of unemployment resulting from economic conditions arising out of the war. The provisions of the Decree are summarized in the British *Labour Gazette,* as follows:

Where it is necessary to restrict the output of a factory or workshop the employer must, if possible, reduce the length of the working day or in some way re-organize the work rather than discharge his workpeople.

If the time lost owing to such reduction does not exceed 5 hours weekly, or 10 per cent of the normal working hours, the employer is not required to pay compensation. Should the working-day be reduced by an amount which exceeds these limits and yet be not less than 60 per cent of its normal length, the employer is required to add to the normal wage for the work actually per-

formed a sum equal to 50 per cent of the wage for the time lost. When the working hours are reduced to less than 60 per cent of the normal, or when the factory or workshop is closed down, the worker is to receive, in addition to his pay for the time actually worked (if any), compensation for a period equal to 50 per cent of the time lost (after deduction of the 10 per cent referred to above). In this case the provision is made that the total wage paid shall not be less than 60 per cent of the normal full wage, or if the worker is married and has not received public relief, not less than 70 per cent. One-third of the cost of compensation in such cases will be defrayed by the employer, one-third by the Canton in which the worker resides, and one-third by the Federal Government.

The Decree makes provision for the settlement of disputes concerning the obligations of employers or the rights of workpeople.

* * *

Maternity and Child Welfare

According to the 1916-17 report of the Local Government Board in the United Kingdom, much progress was made in that country during the year in the adoption and development of schemes for safeguarding the health of expectant and nursing mothers and infants and young children. The importance attachnig to home visiting in maternity and child welfare schemes is indicated in the report, from which the following paragraphs are taken:

At the end of the year the councils of nearly all the large towns and 51 of the 61 county councils outside London had made some provision for home visiting. In 41 of the 51 county councils referred to, the schemes cover the whole county except the districts with separate local schemes, and some of the remainder are considering the question of extending their schemes to areas not hitherto covered either by a county scheme or by local schemes. The only large boroughs in the case of which we have been unable up to the present to induce the local authority to make such provision are Camberwell, Gateshead, Heywood and Peterborough.

The number of health visitors appointed by local authorities rose from 600 in March, 1914, to 812 at the end of 1915, and to 1,445 at the end of February, 1917. In addition, health visiting is undertaken on behalf of county councils by about 800 district nurses under arrangements with nursing associations. According to our information, the number of salaried health visitors appointed by voluntary societies at the nd of 1916 was 136. Substantial progress has thus been made, but a large additional number of health visitors is still required to provide what we regard as an adequate service for the whole country.

There has also been a rapid increase in the number of maternity and child welfare centres, and up to March. 1917, we had information as to 396 municipal and 446 voluntary centres. There are still several thickly populated areas in which a centre is needed, and in these cases we are urging the local authority to supply the need. In some districts the system of centres has been developed so as to provide one centre and one health visitor for each area with about 500 births per annum. We are glad to report that a number of county councils are now making arrangements. in consultation with the county nursing associations, for placing trained midwives in districts at present without such service, and we hope that by this means a complete midwifery will be provided in the rural as well as in the urban areas of England and Wales.

During the past year we made grants in respect of Maternity and Child Welfare Schemes amounting to about £68,000, viz., £48,000 to local authorities and £20,000 to voluntary agencies, as compared with £42,000 in the previous year, viz.. £35,500 to local authorities and £8,500 to voluntary agencies. The work is hampered by the fact that the powers

of local authorities in England and Wales are more limited than the powers of local authorities in Scotland and Ireland.

* * *

Child Labour in the United States

According to official and semi-official reports, there has been a very considerable increase in the use of child labour in the United States since last June, when the Federal Child Labour Law, 1916, was declared to be invalid (See Labour Gazette, July, 1918, p. 469). It is estimated that in the state of Maine the number of employed children between fourteen and sixteen years of age is between two and three times that of last year; while in Missouri more permits were issued in one week in June, 1918, than during the entire month of June, 1917. The same condition exists in many, if not all, of the other states. This is attributed to a number of causes, among which are the high cost of living and the high wages due to war conditions. In some cases the necessity of parents, and in others, their cupidity, has been the cause of forcing children into employment unsuited to their years and physical conditions. There is also, undoubtedly, a praiseworthy, though ill-advised desire on the part of many children to be doing a man's work and helping out in the war work of the nation.

Some months ago the War Labour Policies Board placed the Government's stamp of disapproval upon employers and industries that use child labour for profit. It lately became necessary, however, for the Department of Labour to reiterate the Board's ruling on this point, which is as follows: (1) No child under fourteen years of age shall be employed on war work; (2) no child between fourteen and sixteen years of age shall be employed more than eight hours a day, nor before 6 a.m., nor after 7 p.m., nor more than six days a week on war materials. The Department of Labour adds:

"The prohibition of the employment of children below certain ages does not mean that the employment of children above those ages is favored. To recruit children of fourteen or sixteen years of age for industry is ignoring their future value as trained workers. Neither the patriotic desire to serve immediately, nor the attraction of high wages should draw children from school to work.

"Children above the minimum ages of permitted employment must still be considered as potential citizens, and not merely as present producers. The sacrifice involved in the premature labour of children is not yet necessary. The curtailment of non-essential industry and the employment of men and women not now productively engaged, will undoubtedly prove sufficient to care for the requirements of the conduct of the war.

"In order to satisfy the claims of the future, the maintenance of present educational and child-labour standards is indispensable. The formative years of youth should be safe-guarded by purposeful training of developed usefulness in the nation. The time is not yet in sight when the defence of the nation must be assumed by children. The men and women of America are competent to the task."

Some protest has been made to the ruling of the War Labour Policies Board on the ground that the Board is exceeding its administrative powers in arbitrarily fixing labour standards which Congress itself has been unable to do. The Federal Child Labour Law, 1916, was repealed by the Supreme Court on a point of constitutional law; but nobody regretted its repeal more than the judges themselves. The new Keating bill, designed, as far as possible, to take its place, is in the nature of an emergency measure. This bill, which has the approval of President Wilson and is now in the committee stage, will, if passed, supplement the ruling of the War Labour Policies Board by forbidding child labour under its standards not only in Government work, but in

all factory work, and in mines and quarries throughout the country. Its enforcement will be in the hands of the Child Labour Division of the Department of Labour. It re-establishes the standards of the repealed law by direct prohibition of Congress through the auhtority conferred upon it in its relations to war matters. It will establish a minimum standard for all the states, "for the purpose of conserving the man power of the nation and thereby more effectively providing for the national security and defence." It is claimed for the bill that it will effectively control the "premature and excessive" employment of children during the war, and for six months after, during which time a careful study could be made of the whole situation as a basis for permanent legislation.

* * *

How Bloemfontein relieves the housing shortage

The Canadian Municipal Journal printed in its August, 1918, issue a letter from the town clerk of Bloemfontein, South Africa, in which are given many interesting details in reference to the action taken by the Town Council of Bloemfontein to meet the demand for workers' dwellings within the district. Following the boom days a housing shortage, which began to make itself felt in 1908, had gradually become a serious problem. The district needed to retain its workers and the working population needed houses. But the speculative builder no longer considered house property an attractive investment, so that public action in the matter became necesary.

The town council of Bloemfontein had its accumulating sinking and depreciation funds to invest and, instead of buying up its own four per cent stock, decided to make loans to municipalities, farmers, and to citizens of the town on first mortgage on the homes that the loans would enable them to build. At first large margins were insisted on, but it was soon realized that this would not help the artisan and the clerk in steady employment but with small savings, the class who most felt the scarcity of housing. In order, then, that the loans should be available for service where most needed, the present scheme was developed, which is as follows: (1) The applicant provides the ground on which the home is to be built; (2) The Council advances the amount of the building at seven per cent per annum, payable monthly, to be reduced to six per cent when the loan has been partly redeemed; (3) The loan shall be redeemed at the rate of five per cent per annum payable monthly. In this way the interest and redemption are paid monthly as if they were rent.

In the past seven years, according to the letter, over £160,000 ($800,000) has been advanced in Bloemfontein, of which amount nearly £60,000 ($300,000) has been repaid. There are no bad debts or arrears of interest. The difference of one per cent in the amount of interest charged has been treated as a reserve against possible bad debts, and amounts now to nearly £4,000 ($20,000). The success of the scheme is said to be in the monthly payment, which, in most cases, is paid by the wife as a part of her household expenses. In encouraging the erection of such houses the Council realizes that it means another rate account, and another water and light consumer.

Stimulated by the success of the scheme the Council has gone further. For the benefit of those labourers who have no savings of any kind and whose wages will merely procure a bare means of existence, decent housing for whom private enterprise has always failed to provide, the Council has erected for modest rental a number of two-roomed and three-roomed sottages. It is proposed to erect more of this type of cottage, while a further scheme is under consideration to erect four-roomed houses, 20 at a time, thereby reducing the cost of each, and to hand them over to citizens in return for a first mortgage and payment for the land.

Land settlement for soldiers and sailors in Great Britain

In July, 1915, the president of the Board of Agriculture and Fisheries in the United Kingdom appointed a committee to report what steps should be taken to promote the settlement on the land of discharged soldiers and sailors. The committee accordingly presented a report (Cd. 8182) in which it was recommended that the State should provide land for all suitable ex-service men who may desire fully equipped and self-supporting "small holdings". Emphasis was placed on the adoption of the Colony system, as it was only on grouped holdings that the very necessary expert agricultural advice and business organization on co-operative lines—the most essential part of the scheme — could be provided. These recommendations were adopted by the Government, the small Holding Colonies Act was passed in August, 1916, and a Land Division of the Board of Agriculture and Fisheries formed to acquire land suitable for the purpose of providing "experimental small holding colonies" during the war and for twelve months after. During 1917, the Land Division, after careful consideration of soil and situation, cost of equipment, proximity to market and prospect of financial return, acquired four estates, three in England and one in Wales, amounting in all to nearly 6,000 acres, this being the maximum amount of acreage authorized by the Act for the time being.* Of these estates, two were leased for 99 years from the Crown, and two were purchased outright from two private landowners. For purposes of experimentation, it is proposed to devote one of the estates to corn growing and mixed farming and to work it on the "profit sharing" system; though eventually a limited number of settlers may, after serving a period of probation, be provided with separate small holdings. Another estate will be devoted to market garden crops and will be worked on the "small holding" system, provision being made for 80 holdings of ten acres each. Two other estates will combine market gardening and dairying. One will be worked on the "small holding" system, and the other, partly on the "small holding" system and partly on the "profit sharing" system. The holdings will average 20 acres in extent and suitable cottages and outbuildings will be provided under either system.

Under the "profit sharing" system the Colony will be managed by a skilled director as one farm, the settlers being employed by him at the current rate of wages for the district, but receiving in addition a share of any profits arising out of the farming operations in the form of a dividend on the amount of their year's wages. In addition each settler, if he so desires, may have about half an acre of land adjoining or near his cottage, the produce of which he will be assisted in selling. Settlers will be entitled to invest any portion of their dividends or other capital in the form of shares in the farm.

Under the "small holding" system, the Colony will begin as one large farm under the management of a Director. Selected applicants will be employed at the current rate of wages during the necessary period, at the end of which an approved applicant will be allotted, at a reasonable rent, such area of land as he appears likely to be able to cultivate successfully on his own account. But as his ability increases, and if his capital justifies it, the settler may be allotted further land from time to time. Even when all the small holdings have been taken up, a certain portion of the Colony will be retained as a Central Farm under the Director and will be equipped with sufficient machinery, implements, horses, etc., to let on hire to settlers requiring them. A co-operative depôt will be established, through which settlers will be able to purchase their requirements and dispose of their produce.

No advances of capital will be made by the State to enable settlers to take

*On June 6, 1918, a bill was passed in the third reading, increasing the limit to 45,000 acres in England and 20,000 acres in Wales and Scotland.

up holdings. But of the 178 applications for holdings considered by the Board of Agriculture during 1917, more than 70 per cent of the applicants possessed capital varying from £50 to £400. In the case of those Colonies where the Board own the freehold of the estate, holdings may be disposed of to the occupiers who may pay for them by instalments spread over a term of years.

In regard to the selection of applicants, the Colonies are not inteded to make provision for disabled men as such, but rather to ascertain by actual experiment how far small holdings grouped on the Colony system can be successfully organized. While, of course, disabled men will be considered, the first consideration must be the applicant's prospective capacity for earning a living on the land. Other conditions being equal, preference will be given to married applicants whose wives have some knowledge of farm work.

* * *

Labour Jottings

The United States Department of Labour has authorized the addition of two women, one representing management and one representing labour, to each state advisory board of the Federal Employment Service, and to each local community labour board.

The recently appointed Minimum Wage Board of British Columbia, acting under authority of section 6 of the Minimum Wage Act, 1918, recently called a public meeting at Vancouver for the purpose of hearing the opinions of those interested in the establishment of a minimum wage for women engaged in mercantile occupations within the province.

A committee has been appointed by the Spanish Ministry of Finance to work out a comprehensive economic programme, which includes (1) the purchase of the railroads and their operation by the State; (2) the utilization of the waterfalls for motive power; (3) a special mining law providing for the participation of the State in "extra profits"; (4) the creation of a national industrial bank; and (5) the rebuilding of the nation's industries.

The Third Industrial Safety Congress of New York State will be held in Syracuse, N.Y. during December 2-5, 1918. Among the subjects to be discussed are: health and safety of women in industry, safe practices in the shop, industrial good housekeeping, infection, rehabilitation of maimed workmen, safety organization, etc.

In the spring of 1917, the mine managers in the Cobalt silver area, treating with their employees individually, decided to pay a bonus of 25 cents daily above the regular wage for each ten point increase in the price of silver above 60 cents an ounce. Silver then stood at 70 cents an ounce. Since the "war time high price of silver bonus" was first paid silver has gradually risen in price until it now stands at $1.00 an ounce, as a result of which the miners are receiving $1.25 daily in addition to the regular wage.

The first conference of trade union women, called by the United States Government, recently met in session at Washington. Twenty-five women representing national and international labour organizations were present and adopted a platform of principles. It calls for a rigid enforcement of the principle of equal pay for equal work, the fixing of the minimum wage for a woman with dependents the same as that for a man, the appointment of women on all labour boards, the eight-hour day, better pay for school teachers, the enforcement of sanitary regulations, and the principle of health insurance.

The recent strike situation at the Clyde shipyards, according to a statement issued by the British Admiralty, arose out of a demand on the part of the workers for a minimum wage of £5 ($25) per week. The demand was refused by the employers and numerous shipwrights gave a week's notice of a strike. Before the expiration of that

time, however, the men made application to the Committtee on Production for a hearing on their claim. This was granted and a day was fixed for the hearing. But before the day arrived between 1,000 and 2,000 men struck work, causing a complete tie-up in the Clyde shipyards. In accordance with the invariable practice, the committee on Production could only deal with the claim when the men resumed work. The executives of the Engineering and Shipbuilding Trades Federation and the Shipwrights' Trade Union dissociated themselves from the strike and urged the men to return to work.

INDUSTRIAL CONDITIONS DURING OCTOBER, 1918

I.—GENERAL REVIEW

The Labour Market

During the month the labour market was much disturbed by the influenza epidemic, which caused both employment and unemployment. In most cases employers were endeavouring to obtain workers to replace those who were sick, but in some instances unemployment resulted through the closing, in the interest of health, of some of the larger plants and of places of amusement. The prospects of an early peace also had its effect in reducing slightly the demand for labour in war industries. The slackening in farming and ranching operations towards the end of the month released a number of men, which helped to some extent to reduce the shortage of unskilled labour in the cities. Generally, however, the demand for labour was well maintained, especially in the case of coal mines and lumber camps.

Employment was very good in all shipyards, except that at Fort William some hands were laid off owing to completed contracts. Machinists and toolmakers were being sought and employment was good in stove factories. There were a few deductions of staffs in automobile and agricultural implement plants. In the food group the flour and feed mills throughout the country were all very well employed and in need of additional help. Employment was good also in the sugar refineries and packing houses. In parts of Ontario apple pickers were in great demand. The cotton mills generally were well employed, while those at Montreal and Toronto were short of help, due partly to the epidemic. In the clothing group there was a demand for labour in the laundries and dyeing and cleaning establishments. There was some shortage in the overall and whitewear factories. The Victory Loan compaign gave considerable employment in the larger cities to job printers, engravers, and lithographers. Paper box and bag factories were busy on Christmas orders. In the woodworking group, employment was good in the piano and organ factories and very good in the coffin factories. Sash, door and planing mills were steadily engaged. In the tanneries employment was better in October than in the preceding month, and the shoe factories were in some cases advertising for help. Drug and medicine manufacturers and chemical plants were in need of additional help, due to the epidemic. In the transportation group, employment was very good on the railways and in the repair shops. Owing to the epidemic the hours of employment were very irregular and much overtime was worked to make up the labour deficiency. Liveries and garages had a very busy month owing to the number of funerals. 'Longshoremen

were well employed. In mining there was a steady demand for coal miners. The gold mines were practically closed down owing to the shortage of labour. The Cobalt silver mines, however, owing to the bonus that was being paid to workers, had practically all the labour required. Several of the lumber mills discontinued operations for the season, but there was a great demand for men for the camps. The lumber camps were especially hit by the epidemic, owing, it was said, to the lack of proper nursing and medical attendance. In the building trades employment varied, but generally the situation was not so good as in the two preceding months. The value of building permits issued in 35 cities increased from $2,690,821 in September to $2,850,428 in October, or 5.93 per cent. As compared with October, 1917, there was a decrease of 21.41 per cent.

Strikes

The loss of time on account of industrial disputes during October was less than during September but greater than in October, 1917.

There were in existence at some time or other during the month 25 strikes, affecting 4,801 workpeople and involving a time loss of 65,969 working days, compared with 30 strikes, 7,416 workpeople and 102,563 working days in September; and 21 strikes, 4,237 workpeople and 42,086 working days in October, 1917. On October 1 there were on record 17 strikes, affecting 3,715 workpeople. Eight strikes were reported as having commenced during October as compared with 19 in September; seven of the strikes commencing prior to October, and six of those commencing during October were reported terminated, leaving 12 unterminated strikes, affecting approximately 1,282 workpeople, on record at the end of October.

Prices

Prices were again upward, both the index number of wholesale prices and the weekly budget of staple foods being higher in October than in September. Grains, dairy products, fruits and vegetables, house furnishings, and raw furs were higher. In retail prices the family budget averaged $13.54 in some 60 cities, as compared with $13.31 in September and $11.81 in October, 1917. Meats were slightly lower in the average, but eggs, milk, and butter were higher. Bread, flour, rolled oats, rice, prunes, and sugar were upward, but evaporated apples and beans declined. Potatoes also advanced. In coal the average was slightly higher, but in wood there were considerable advances. In wholesale prices the index number based on the prices of 272 commodities rose to 289.6 for October, as compared with 285.3 for September, and 242.6 for October, 1917. The chief increases for the month were in the groups Grains and Fodder, Dairy Products, Fish, Fruits and Vegetables, Miscellaneous Foods, House Furnishings, and Raw Furs. There were slight decreases in Animals and Meats, Textiles, Metals, and Paints, Oils, and Glass.

II.—THE INDUSTRIES AND TRADES

Metals, machinery, conveyances

Sydney reported a slight increase over the small production of the Dominion Steel Company in September. The output for October being in tons as follows: pig iron, 24,000; rails 13,500, rods and wire products, 4,300; blast furnaces, four, as compared with 18,000 tons of pig iron and 12,000 tons of rails during September. At the Sydney Mines Plant the production of iron was 9,500 tons and steel 14,200 tons, as compared with 8,160 tons of iron and 10,300 tons of steel last month. At Halifax employment was very good in the shipyards, ship carpenters and general labourers being specially in de

mand. Employment generally in the stove and furnace foundries and other metal industries was very good, while electrical workers continued to work overtime. Westville reported that all steel working plants were very busy during the whole month. The steelworks at Truro ran two shifts and were short of help. St. John reported that the Portland Rolling Mill was working steadily and that employment was good in the shipyards and in the sheet metal lines. Moncton and Fredericton reported that the activity of the previous month was maintained, with a steady demand for machinists. Montreal reported that the epidemic and the prospects of an early peace had resulted in a considerable curtailment of shop production. Quebec reported considerable employment in boat and shipbuilding and repairing yards, in the manufacture of stoves and furnaces, and in foundries generally. Iron workers at St. Hyacinthe had an active month. Agricultural implement plants were very well employed. At Three Rivers the steel foundry worked day and night throughout the month. The Canada Iron Foundry worked full time and the shipyards were all well employed, though in some cases the epidemic reduced the number of workers by half. At Sorel employment was steady in the metal industries. Toronto reported metal machinery industries generally active except as affected by the epidemic and the scarcity of raw material. Hamilton and Niagara Falls reported the metal trades very active with a demand for labour including, in some instances, female labour. About 500 hands were employed at the new International Nickel Co.'s refinery at Port Colborne. The Canada Carriage Company at Brockville was practically destroyed by fire, which threw about 200 workers out of employment temporarily. Kingston reported that the locomotive works needed hands and that employment was good in the shipyards. Belleville reported that employment was steady in the rolling mills and in the motor engine factories. Peterborough reported a demand for moulders and labourers in the foundries also tool makers and machinists. Galt reported continued activity in the metal group. Brantford reported that employment was good at the Waterous Engine works and the Buck stove factory. There was a shortage of help in the agricultural implement plants. Kitchener reported employment steady in the portable and stationary engine and bicycle companies, with a shortage of lathe hands in the foundries. Guelph reported a demand for moulders. At Stratford, the foundries and machine shops were very busy. Woodstock reported a continued demand for moulders and polishers at the stove factories. London reported that the rolling mills were working to full capacity and that the threshing machine manufacturers were well employed. The Ford Motor Company closed up their assembling plant until January next. The carriage, automobile and wagon works at Chatham were very quiet and the International Harvester Company ran with a reduced staff. Windsor reported that the Canadian Bridge Works ran full time on munition work, but was quiet in other departments. The Ford Automobile Company were steadily employed making tractors. The Kelsay Wheel Company, the Auto Top Company, etc., were all quiet. The machine and tool shops were well employed. One of the munition factories at Orillia closed down for a few days owing to the epidemic. Fort William reported employment good generally in this group except that the car works and shipyards, owing to completion of contracts, laid off some hands. Winnipeg reported a steady demand for workers in the metal industries. Brandon reported that the agricultural implement foundries and machine shops continued to be well employed. Medicine Hat reported the rolling mills well employed, and some improvement in metal working industries generally. Calgary reported the iron works and automobile

and motor engine firms well employed but that implement firms were quiet. The iron company at Edmonton continued to employ 40 hands. The wooden and steel shipyards at Vancouver were very active. Machine shops and auto repair shops were busy with a supply of available help equal to the demand. Electrical workers were fully employed, but structural iron workers were dull. New Westminster and Victoria reported the shipyards and machine shops working to full capacity. At Victoria, however, the non-delivery of timber at the wooden shipyards caused some temporary unemployment. In the steel shipyards large numbers of men were laid off for a week or more due to the epidemic.

Foods, liquors and tobacco

Halifax reported that bakers were fully employed, but that confectioners were quiet and that the aerated water plants were dull. The flour and grinding mills at Westville were busier than last month, though still quiet. Charlottetown reported that the food and tobacco workers were quiet. At St. John, the flour and feed mills and sugar refinery ran steadily and bakers reported business good. Breweries were active in the manufacture of two per cent beer. At Fredericton the packing houses and soft drink establishments were doing a good business. Montreal reported normal conditions in the food group, but a difficulty in the delivery of bread and milk on account of the epidemic. Quebec reported the bakeries were dull, the abattoirs active, and creameries, dairies and aerated water plants well employed. Tobacco workers were active, but brewers were dull. The flour and cereal and grist mills at St. Hyacinthe were very busy. Cigar factories were very active, but breweries were quiet. Bakers, confectioners and tobacco workers at Three Rivers reported a good month. Toronto reported the flour, feed and cereal manufacturers and the abattoirs and meat packing houses busy with large orders ahead. Employment fell off in the confectionery business, but fruit and vegetable canners were busy. Soft drink and brewery workers were quiet, but cigar factories were active. Niagara Falls reported a shortage of labour during the first part of the month in the fruit and vegetable canneries. At Kingston, the flour and feed mills, bakeries, creameries and breweries were all well employed. Belleville reported the flour and feed mills exceptionally busy in the grinding of feed. Bakeries and creameries were also well employed. The flour and feed mills and cereal companies at Peterborough were working night and day shifts, and the condensed milk factories well employed. The flour mills at Galt were advertising for help. Employment was good in the flour mills at Brantford. At Kitchener the flour mills worked full time and the Dominion Sugar Company, starting up on the 25th, employed more than 200 hands in double shifts. Help was wanted in the packing houses and bakeries and cigar factories. Guelph and Stratford reported flour and feed mills active. At London the flour mills and cereal and biscuit companies were all very active, and the cigar factories were busy. Chatham reported that owing to the excessive beet crop, the Dominion Sugar Company ran day and night and was advertising for more help. The abattoir and packing houses remained closed down. The Postum cereal company at Windsor employed a big staff, and the Stearns Company employed extra help in the chocolate department. The fruit and vegetable canneries were working overtime and advertising for help. The cigar factories were rather quiet, but the breweries were well employed. Winnipeg reported the confectioneries and creameries handicapped by shortage of sugar and cream. Employment was good in the vegetable canneries. Brandon reported the flour mills and bakeries busy, the cigar factories dull and the breweries well

employed. Moosejaw reported employment was good at the flour and feed mills and in the abattoirs. Prince Albert reported the flour mills resumed activity with the arrival of wheat and that the abattoir was very actively employed. The flour mills at Medicine Hat were working day and night. Employment was good in the flour mills, packing houses and abattoirs at Calgary. At Edmonton, the Swift Canadian Packing Company employed some 150 hands. Fernie reported slackness in the breweries, although the employees had not been reduced. Vancouver reported that the sugar refinery workers were fully employed, also workers in abattoirs and meat packing houses, but that there was no difficulty in obtaining all the help needed. Cigar makers were well employed, but a number of fruit and vegetable canning establishments closed down for the winter. New Westminster reported the abattoir running full time with a complete staff, while the evaporating plant worked in double shifts with orders for months ahead. The cigar factories provided work for all the available help. The flour and feed mills of Victoria were working to capacity, and breweries were well employed on export orders.

Textiles, cordage and carpets

Truro reported the knitting mills running to capacity, and the mattress factory working full time. At St. John, the cotton mills were steadily employed and at Fredericton they were working to full capacity. The cotton mills at Montreal reported many idle looms on account of the epidemic. Quebec reported the cotton factories very busy, and the tent, awning and sail makers active. At St. Hyacinthe, the Penman Manufacturing Company had a very busy month, several departments running day and night. The Wabasso Cotton Company at Three Rivers reported a shortage of hands. Toronto reported much overtime in the textile industry generally, with a shortage of help, due partly to the epidemic and partly to increased trade. Kingston reported that all textile factories were active and short of help. The woollen mills at Peterborough and Galt were very well employed. The cordage company at Brantford was advertising for labour. The Dominion Twine factory at Kitchener was advertising for help. Employment was good in the woollen and knitting factories and linen mills at Guelph and the carpet mills were advertising for male finishers. At Stratford, the woollen hosiery and knitting factories ran full time, and at Woodstock there was a demand for female help in these lines. The hosiery companies at London were very busy and the Helena Cotton Company was very busy. Employment was good in the woollen and textile mills at Chatham. Winnipeg reported that the bag manufacturers were working overtime and in some cases taking on extra help. The knitting factories were unable to fulfil their orders owing to shortage of material, but the staffs remained the same as last month. Business was quiet in tent and awning, but manufacturers in most cases continued to employ their hands on automobile supplies. At Edmonton, the Great Western Garment Company continued to employ some 200 hands. Vancouver reported the knitting factories well employed. The shirt and overall factories in Victoria continued to employ full staffs.

Clothing and laundering

Halifax reported employment good in the ready-made clothing establishments and steam laundries and especially good in the cleaning establishments. Truro reported that the cap factory was working with half its former staff. The clothing and fur establishments and steam laundries at St. John were reported busy. At Fredericton clothing manufacturers were looking for help. Montreal reported that as a result of the epidemic some of the clothing establishments were working with seventy

per cent of their normal staffs. Quebec reported the glove and fur factories were very busy. At St. Jean-Iberville, the Cluett-Peabody Company reported a quieter month. Toronto reported activity in this group, with a shortage of operators and hand sewers in dress and whitewear establishments. Hamilton reported a demand for labour in the steam laundries and dyeing and cleaning establishments. Kingston reported employment good in the ready-made clothing firms. The Deacon Shirt Company at Belleville was handicapped by a shortage of help. The Overall and Shirt Company at Brantford was very busy. Kitchener reported the shirt, collar and whitewear establishments very busy. London reported that the Green-Swift Company were working overtime on ready-made clothing. The Peabody Overall Company at Windsor secured large contracts during the month from the American Government and were in need of extra help. The steam laundries were quiet, but dry cleaners were very busy. Winnipeg reported that the furriers increased their staffs and that the glove factories were advertising for help, but that otherwise there was no change in employment. Vancouver reported a difficulty in obtaining skilled operators in the overall and shirt factories. The steam laundries remained practically closed down throughout the month owing to industrial trouble, but the dyeing and cleaning establishments were busy. The steam laundries at New Westminster were working overtime.

Pulp, paper and fibre

St. John reported that employment was normal at the pulp mill. At Three Rivers, the Wayagamack Pulp and Paper Company reported a shortage of help. St. Catharines reported that the employment was good at the Beaver Board and pulp and paper mills. Hamilton reported employment good in the felt and tar paper factories. The Canada Paper Company at Windsor Mills, Quebec, were forced to close down during the month on account of the epidemic. Vancouver reported that the pulp and paper mills were busy during the first part of the month, but later some 200 employees were sick, which made production difficult. Victoria reported the employment in the pulp and paper mills very good.

Printing, publishing and paper goods

Halifax reported a continued shortage of compositors and pressmen and that overtime was general in all offices. The paper box factory of Moir's Limited was busy. Truro reported great difficulty in getting experienced printers. St. John reported normal conditions in printing, but that in the paper box factories overtime was worked. Montreal reported that there was plenty of employment for printers. Quebec reported printing trades and book-binding had a quiet month, but the paper box and bag factories were well employed. St. Hyacinthe reported active conditions in this group. Three Rivers reported the printing establishments quiet. Toronto reported the printers, engravers and lithographers well employed, much additional work having been created by the Victory Loan campaign. Employment was good in the paper box and bag factories. Kingston reported the newspaper and job printing houses well employed, and Peterborough reported them very busy. At Galt the paper box factory was very active. Kitchener reported the paper box factory well employed and that there was a shortage of printers. The newspaper offices at Stratford reported a shortage of help, while at Woodstock there was a constant demand for job printers. At London, the Somerville Paper Box Company was very busy, while some overtime was worked in printing houses. St. Thomas reported job printers very busy. Windsor reported the paper box and novelty companies very busy, but

the binderies quiet. Winnipeg reported that the paper box manufacturers had slightly increased their staffs, but that the book binderies were quiet. Medicine Hat reported quietness in this group, but Calgary reported conditions normal. At Edmonton there was a demand for skilled compositors. At Vancouver the job printing houses were fully employed and paper box workers were busy. The printing offices at New Westminster were fully employed, and at Vancouver the paper factories also were very busy.

Woodworking and furniture

Halifax reported sash, door and planing mills working to capacity. Westville reported the planing mills well employed. Amherst reported that employment was good in piano repair work, and that the Christy Bros. coffin factory worked continuously day and night. Charlottetown reported the woodworking group fairly well employed. St. John reported conditions normal. The Simms brush factory were advertising for boy and girl apprentices. At Fredericton the sash, door and planing mills were busy. The door and sash factories at Quebec reported a dull month, but the wooden box and packing case factories were very busy. At St. Hyacinthe the sash and door factories were active, the box factory was busy, and the furniture and organ factories had a good month. Three Rivers reported employment good in the sash, door and planing mills. Sorel reported quietness in this group. Toronto reported that the woodworkers including piano makers were all active. Brush makers were in demand. Kingston reported the broom and piano factories busy with a shortage of help in the sash, door and planing mills. Peterborough reported normal conditions in the sash door and planing mills, while Galt reported a shortage of help. The Brantford Piano Case Company were short of experienced hands. At Kitchener the furniture and cooperage factories were short handed. At Guelph, piano and sewing machine makers were very active. At Stratford there was a shortage of help in the furniture and chair factories and at Woodstock there was a demand for machine and bench hands and for unskilled labour, also cabinet makers and piano action makers. At London, the barrel works were short handed, and employment was good in the piano and organ factories. At Chatham, the wooden box factories were well employed, but at Windsor some quietness prevailed. Prince Albert reported employment normal in the planing mills. The Rutherford Planing mills at Medicine Hat were totally destroyed by fire during the month, the estimated damage being $25,000. At Edmonton there was a slight demand for sash and door workers. Fernie reported a slackness in the sash and door factories, but fair activity in the planing mills. Vancouver reported the sash, door and planing mills and wooden box factories busy. At New Westminster the wooden box factories were very busy and at Victoria normal conditions prevailed.

Leather, boots, shoes and rubber

St. John reported that the Peters's tannery were advertising for a number of men. The shoe and larrigan factories at Fredericton reported a good month. The tanneries at Montreal reported an improvement over the previous month, although there was still a difficulty in obtaining South American dry hides. The boot and shoe factories were very well employed. Quebec reported activity in this group, and St. Hyacinthe reported saddle makers and other leather workers very busy. At Three Rivers the boot and shoe factories were slightly handicapped by shortage of labour. At Sorel, the tanneries and shoe factories together gave employment to some 60 hands. Toronto reported a considerable improvement in activity in this group. The tanneries at Kingston were working overtime.

The shoe factory at Peterborough was very busy, and Guelph reported shortage of help in the shoe factories. Kitchener reported the Dominion Tire Company short of help and the Kaufmann Rubber Company advertising for 25 apprentices. The rubber tire factories closed down entirely for one week on account of the epidemic. The tanneries at Stratford and Woodstock were active with a slight demand for unkilled labour. The Hyman Company, at London, continued to work to full capacity, and the shoe factories were short of help. Windsor reported harness makers rather quiet. Brandon reported the tanneries only fairly well employed. At Calgary the trunk, harness and horse goods workers were fully employed. Vancouver reported that shoe workers, both male and female, were fully employed. New Westminster reported normal conditions at the tannery.

Clay, glass and stone

Halifax reported that stonecutters and granite workers were now very quiet, but that men laid off had readily secured work in other lines. St. John reported that stone and granite cutters were well employed, but at Fredericton they were rather quiet. Quebec reported general dulness in this group. St. Hyacinthe reported that the lime kilns at St. Dominique worked full time. Brickmakers at Toronto reported a good demand for their output, but a falling off in production owing to the difficulty in obtaining labour and fuel, in consequence of which several brick making companies had gone out of business. The glass works were in steady operation. Belleville reported that employment was normal in the pottery and porcelain houses. Kitchener reported that the Braum Marble works was well employed. Stratford reported brick, tile and sewers pipe workers well employed. Chatham reported the brick companies very quiet, but the cement block and tile companies very active. Windsor reported this group very dull. Medicine Hat reported that the stoneware industry continued to be well employed.

Paints, oils, chemicals, explosives

Halifax reported the paint and varnish concerns working to capacity. Three Rivers reported that the Red mill paint works had a very busy month. Toronto reported that the paint and varnish plants were actively engaged, and the drug and medicine manufacturers were unable to cope with the demand created by the epidemic. Niagara Falls reported that the electro-chemical plants were very busy. The Scarfe Varnish Works at Brantford reported a very busy month. Employment was good at the Monarch Oil and Grease Company's plant at Kitchener. At Windsor the Standard Paint and Varnish Company reported a quiet month, but the soap and perfume company was fairly well employed. The manufacturers of patent medicines were in need of female help. Winnipeg reported normal employment in the soap factories. The Alberta Linseed Oil Mills at Medicine Hat recommenced operations during the month and reported business fairly brisk. At Vancouver the Imperial Oil refinery reported a shortage of help due to the epidemic. Employment was fairly good at the Crown Soap Works. Victoria reported that the paint and soap factories were steadily employed, and that the chemical and explosives plants were working to full capacity.

Railways, shipping and 'longshore work

The earnings of the Canadian Pacific Railway during September were $13,584,770, as compared with $12,244,341 for the same month in 1917. Halifax reported that employment was very good on the street railways due to more cars being put on to comply with the Board of Health's regulations that there should be no crowding during the epide-

mic. 'Longshore work showed a very considerable increase over last month. Garages were very active. Truro reported that railway men were working very irregularly on account of the epidemic. Charlottetwon reported that railway employees were very well employed, but that 'longshore men were quiet. St. John reported a considerable improvement in 'longshore work. Fredericton reported that employment was very good in railway work. Montreal reported that the railways were handicapped by sickness of employees and by a scarcity of box cars, also that 'longshoremen and harbour men had a busy month. Quebec reported that the steam railways had reduced their summer passenger trains, but had increased their freight trains so that employment had remained about normal. Railway repair shops had a busy month. Employment was good on the street railways. In navigation there was a reduction in passenger service and an increase in freight service. 'Longshoremen and ship labourers were well employed. St. Hyacinthe reported that all classes of railway workers were fully employed. Three Rivers also reported a good month. Toronto reported that railway traffic was heavy, but the working forces considerably reduced through sickness. Railway repair shops were well employed. The Toronto street railway took on 194 additional men. Navigation slackened off towards the end of the month. Hamilton reported a demand for 'longshoremen and teamsters. The Canadian lines at Niagara Falls of the International Electric Railway were idle for some weeks owing to a wage dispute originating on the company's lines in the United States. Brockville reported that the railways were advertising for brakemen and firemen. 'Longshore work was dull except for an occasional cargo of coal. Kingston reported steam railways and repair shops well employed, but that the electric railways had curtailed their service due to shortage of hands. Navigation was rather slack, but 'longshoremen were still busy handling coal. Belleville, Galt and Brantford reported transfer companies, liveries and garages exceptionally busy due to the epidemic. Kitchener reported the steam railways active in transporting sugar beets. By order of the Board of Health the street car service was suspended for a few days, and due partly to this and partly to the number of funerals, the liveries and garages had a very busy month. Stratford reported the railway repair shops very busy and short of help. London reported that the privately owned electric transportation company had paid off their employees and gone out of business. St. Thomas reported that the traffic on the steam railways was exceptionally heavy with a scarcity of hands on account of the epidemic. Winnipeg reported a decline on street railway business due to the epidemic which, however, had not affected the number of men employed. Moosejaw reported a heavy movement of wheat, but slow unloading as one-third of the railway staff was absent on account of sickness. Prince Albert reported a shortage of help in some departments of the railway service. At Medicine Hat employment of freight handlers was disorganized by the strike. Garages, transfers and liveries were well employed. The Ogden railway shops at Calgary made a reduction of 200 in their staff. Employment generally on the railways was

disorganized by the strike. Fernie reported that the resumption of the operations at the coal mines had favourably affected employment on the railways, but that conditions were still considerably below normal. Vancouver reported employment good in the railway repair shops and on the street railway, but that 'longshore work was rather quiet. At New Westminster the railway repair shops were absorbing all the labour available and the auto repair shops were very busy.

Mining and quarrying

Quebec reported that stone quarrying was practically at a standstill. Cobalt reported that the mines were working to full capacity. In some instances a shortage of about 5 per cent of labour was reported. The fact that supply and demand were so nearly equal was attributed to the "war time high price of silver" bonus, which had reached $1.25 daily above the regular wage. During the month a total of 59 cars containing approximately 4,416,487 pounds of ore were shipped, as compared with 34 cars containing 2,510,270 pounds of ore in September. Bullion shipments during October amounted to 1,042,944 ounces, as compared with 480,298 ounces in September. In the Porcupine Gold area the Hollinger and McIntyre mines continued to produce although the working forces were far below requirements. In the Porcupine, Kirkland Lake and Boston Creek camps less than 2,500 men were employed as against a normal requirement of 5,000. Many gold mines have closed down for the duration of the war. There was no special activity in the Nelson, Trail and Rossland districts although the mines smelters and refineries were operating.

Sydney reported the output of the Dominion Coal Company as 275,000 tons of coal and 45,000 tons of coke with 544 ovens in operation, as compared with 250,000 tons of coal and 33,500 tons of coke in September. The output at the Sydney mines was 44,000 tons of coal and 99,000 tons of coke with 175 ovens in operation, as compared with 40,250 tons of coal and 8,800 tons of coke with 184 ovens in operation in September. Westwille reported that the coal mines were working steadily, but that the scarcity of labour had affected the output which amounted to 40,000 tons for the district. Fredericton reported that operations at the Minto mines had been greatly interfered with by the epidemic. Calgary reported that the coal mines of the district were being developed to the fullest extent with the labour available. The strike at the Michel mines terminated on October 7 and normal conditions were restored.

Building and construction

Halifax reported that, despite poor weather conditions, employment was very good in the building trades. Unskilled labour was in demand. Charlottetown reported that building tradesmen and labourers had a very busy month. St. John reported a shortage of bricklayers. Montreal reported a scarcity of labour due to the epidemic. Quebec reported very little employment offering in building trades. St. Hyacinthe reported a very dull month, but Three Rivers was fairly active. Sorel reported that building tradesmen and unskilled labour were very well employed. The building

trades at Toronto were fairly active, but the construction of large buildings was delayed owing to the difficulty of procuring structural steel. Hamilton reported a demand for bricklayers, carpenters and painters. Niagara Falls reported activity. St. Catharines and Brockville reported a continued fair demand for labour, while at Peterborough the demand was good. Brantford reported that the erection of 20 workmen's houses for the Dominion Steel Products Company gave good employment. Carpenters were well employed at Guelph, but bricklayers and stone masons were very dull. The building of several military huts near London gave employment to over 100 carpenters and several painters. Chatham reported a decrease in employment, while at Windsor general dulness prevailed. At Winnipeg there was enough building going on to take care of the available labour. General dullness prevailed at Brandon and Moosejaw, but at Prince Albert all available labour was being used. Calgary reported a fair amount of activity in the building trades. Vancouver and New Westminster reported general dullness.

The value of building permits issued in 35 cities increased from $2,690,821 in September to $2,850,428 in October, or 5.93 per cent. As compared with October, 1917, there was a decrease of 21.41 per cent.

Lumbering

Westville reported that several lumber firms had discontinued operations until the winter months. Charlottetown reported that the lumber and sawmills had a quiet month. St. John and Fredericton reported that the sawmills were still running and were likely to do so until the freeze-up. Difficulty was being experienced in getting sufficient men for the lumber camps. Quebec reported that the saw and shingle mills of the district had practically completed the season's cut by the end of the month and that there was great shortage of men for the woods. Sorel reported that the sawmills were well employed. Peterborough reported that only one mill was cutting. Sault Ste. Marie reported a big demand for lumber, the supply of which is limited by the labour shortage. Prince Albert reported that the lumber camps were advertising for men in large numbers. The lumber industry at Fernie reported a very good demand for certain classes of lumber. Logging operations were carried on, but were seriously affected by the epidemic, which in some cases rendered entire unable to operate. The Rainbow Creek Lumber Company lost practically its stock of about 6,000,000 feet by fire. The plant expected to re-open shortly. The saw and shingle mills in the Vancouver District worked at full capacity at the beginning of the month, but several closed down later. New Westminster reported some slackening in employment in saw and shingle mills, but at Victoria the industry was brisk in all its branches in supplying shipyards.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING OCTOBER, 1918

DURING the month of October the Department received reports from nine Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) the Canadian Northern Railway Company and its clerks, station employees, etc.; (2) the Winnipeg Electric Railway Company and its machinists, blacksmiths, electricians, trackmen, carpenters, painters, car cleaners, switch greasers, specialists, and helpers to these crafts; (3) the National Manufacturing Company, Limited, Ottawa, and certain of its employees; (4) the Canadian Express Company and certain of its employees; (5) the Winnipeg Electric Railway Company and its motormen, conductors, etc.; (6) the Bell Telephone Company of Canada, Toronto, and its operators, clerks, messengers, etc.; (7) the John Inglis Company, the Polson Iron Works, and the Canadian Allis-Chalmers Company, Toronto, and their boilermakers, iron shipbuilders, etc.; (8) the Nicholson File Company, Port Hope, Ont., and certain of its employees; and (9) the British Chemical Company, Trenton, Ont., and its carpenters and millwrights. A report was received from the Board of Appeal to which had been referred the dispute between certain firms in Toronto, being members of the Employers' Association of Toronto, and various classes of their workmen; also a report from the Royal Commission established under the Inquiries Act to inquire into alleged unrest existing in the province of Quebec between various firms engaged in the shipbuilding industry and their employees, with special regard to wages, working hours, overtime, and other conditions of labour.

Six applications were received for Boards and three Boards were established in connection with applications which had been received during the previous month.

Applications received

An application was received from the employees of the Harbour Commissioners of the port of Montreal, members of Federal Labour Union No. 1629 of Harbour Employees, for a Board to deal with a dispute concerning wages. The application was under consideration at the close of the month.

An application was received from the employees of the H. Mueller Manufacturing Company, Limited, Sarnia, Ont., members of the Imperial City Lodge, No. 792, International Association of Machinists, for a Board to deal with a dispute concerning wages and classification of work. A Board was established, Messrs. A. T. McKinley, Sarnia, and Fred. Bancroft, Toronto, being appointed members thereof on the recommendation of the company and employees respectively.

An application was received from the employees of various elevator operators at Port Arthur and Fort William, members of Local No. 934, International Longshoremen's Association, for a Board to deal with a dispute concerning wages and hours. A Board was established as follows: the Honourable Mr. Chief Justice Mathers, Winnipeg, chairman, appointed on the recommendation of the other two Board members, Messrs. E. L. Taylor, K.C., Winnipeg, and L. L. Peltier, Fort William, nominees of the company and employees respectively.

An application was received from the employees of the Administrative Commission of the city of Montreal, being engineers, firemen, and oilers engaged in the Water Works Department, for a Board to deal with a dispute concerning wages. This being a municipal corporation, a Board could not be established except by the joint consent of the disputants. The Administrative Commission granted this consent, and a Board

was established, Messrs. Charlemagne Rodier and J. T. Foster, Montreal, being appointed members thereof on the recommendation of the employer and employees respectively.

An application was received from the employees of J. R. Booth, members of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, for a Board to deal with a dispute concerning wages. This industry did not fall within the scope of the Industrial Disputes Investigation Act, and a Board could, therefore, be established only by the mutual consent of the disputants. The employer refused this consent, and no action looking to the establishment of a Board could be taken.

An application was received from the employees of the Polson Shipbuilding Company, Toronto Shipbuilding Company, and Dominion Shipbuilding Company, Toronto, Ont., being ship carpenters, caulkers, joiners, and woodworking machinists, members of the United Brotherhood of Carpenters and Joiners of America, for a Board to deal with a dispute concerning wages. The employers were members of the Employers' Association of Toronto, and the secretary of that body was authorized to speak for the employers concerned. A Board was established as follows: Mr. J. A. McAndrew, Toronto, chairman, appointed on the joint recommendation of the other two Board members, Messrs. James G. Merrick and John Doggett, Toronto, nominees of the employers and employees respectively.

Other Proceedings under Act

A Board was established during October to deal with the dispute between the Nicholson File Company and certain of its employees, being file workers. The personnel of the Board and the text of the report presented appears in the present chapter.

A Board was established during October to deal with the dispute between the British Chemical Company and certain of its employees, being carpenters and millwrights. The personnel of the Board and the text of the report presented appears in the present chapter.

A Board was established during October to deal with the dispute between the Temiskaming and Northern Ontario Railway and its clerks, station baggagemen, and freight handlers, consent to this procedure having been received from the company. The Board was composed as follows: His Honour Judge J. H. Denton, Toronto, chairman, appointed on the joint recommendation of the other two Board members, Messrs. R. H. Parmenter and J. G. O'Donoghue, Toronto, nominees of the company and employees respectively.

Report of Board in Dispute between the Canadian Northern Railway Company and its clerks, station employees, etc.

An interim report was received from the Board established to deal with the dispute between the Canadian Northern Railway Company and its clerks, station employees, etc., members of the Canadian Brotherhood of Railroad Employees, concerning wages and rules. The Board was composed as follows: the Honourable Mr. Chief Justice Mathers, Winnipeg, chairman, appointed on the joint recommendation of the other two Board members, Messrs. C. E. Dafoe, Winnipeg, and Fred. Urry, Port Arthur, nominees of the company and employees respectively. The report, which had to do with western lines only, was unanimous, and was accompanied by a proposed schedule of wages and rules to apply to that portion of the railroad.

Report of Board

To the Honourable
Thomas W. Crothers, K.C.,
Minister of Labour of Canada.

Sir,—

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian Northern Railway Company and certain of its employees, being clerks, station employees, etc., members of the Canadian Brotherhood of Railroad Employees.

We, the undersigned members of the Board of Conciliation appointed by you, by order dated the fifth day of June, 1918, beg to report as follows:

We entered upon the investigation on the eleventh day of July last, and were then attended by J. G. Cameron, assistant general manager of the railway company, and by A. Wilcox, general superintendent, and Mr. Pratt, superintendent of dining cars, and by A. F. Landry, deputy grand president of the Brotherhood of Railroad Employees; A. Dixon, chairman of the General Grievance Committee; John Howard, secretary of the General Grievance Committee, and A. L. Lydiard, general chairman of the Dining Car Committee, and their respective committees.

The employees concerned in the dispute are the clerks, station and dining car employees in the service of the company, some of whom are members of the above named Brotherhood.

The subject matter of the dispute is the recognition by the railway company of the Canadian Brotherhood of Railroad Employees; the adoption of a schedule of rules and regulations, and an improvement in the scale of wages paid.

At the opening of the proceedings, Mr. Cameron declined to represent the company respecting its eastern lines, and it was therefore agreed between him and Mr. Dixon that the dispute in so far as it affected eastern lines should be left over until some officer representing the company with respect to these lines should be present, and in the meantime the inquiry should proceed with respect to the western lines only.

Meetings of the Board were held on July 6, 11, 12, 16, 17, 18, 23, 24, 25, 26, 27, 29, 30, and 31, and August 1, 29, 30, and September 3, 4, 6, and October 5 and 9. Separate schedules were asked by the clerks and station employees, and by the dining car employees, and the right to separate schedules was conceded. Negotiations were conducted concurrently by Mr. Dixon's committee, on behalf of the clerks, etc., and by Mr. Lydiard's committee, on behalf of the dining car employees, and, finally, Mr. Dixon's committee arrived at an agreement for a schedule of rules, working conditions and rates of pay, leaving only two questions in dispute, namely: the recognition of the Brotherhood by the railway company, and the date upon which the new rates agreed upon should take effect. The railway company emphatically refused to recognize the Brotherhood, but was willing to enter into an agreement with a committee of employees only. Mr. Lydiard's committee also succeeded in negotiating with Mr. Pratt, the dining car superintendent of the company, a schedule of rules, with the exception of five points, namely: (1) the recognition of the Brotherhood; (2) a claim by the men for two weeks' leave of absence per year, with pay; (3) a re-arrangement of the runs so that the dining car crews would have a longer lay-over at their home terminals; (4) some of the rates of pay; (5) the date upon which the new rates of pay should take effect. Both schedules, covering all matters in dispute except those reserved for our consideration, were handed to us, signed by Mr. Dixon on behalf of the employees, and Mr. McLeod, general manager of the company, and Mr. Pratt, superintendent of dining cars, respectively.

At the conclusion of the hearing respecting western lines, on July 31, it was assumed by Mr. Dixon that no difficulty would be experienced in arriving

at an agreement with the company respecting eastern lines, and the Board met and agreed upon the following disposition of the several points reserved for its consideration:—

Recognition of the Brotherhood:

The Board believes it would be inexpedient to deal with this question until the evidence respecting eastern lines has been placed before it. It therefore defers consideration of this portion of the dispute until that time.

DINING CAR SCHEDULE.

Leave of Absence:

The claim made by the employees for two weeks' leave of absence under pay was based upon the fact that such leave is granted by the Canadian Government Railways, and that the company had agreed to grant such leave to the clerks and station employees. On the other hand, it was admitted that neither the Canadian Pacific nor the Grand Trunk Pacific grant such leave of absence. It is true that the Canadian Government Railways western line schedule does contain a provision for two weeks' holidays each year, but the Government Railways do not operate dining cars west of Toronto, this service being performed by the Grand Trunk Pacific under its schedule, and, by the Government Railways schedule, such leave is only granted to permanent employees who have been in continuous service for not less than one year. It is also expressly stated that such leave is granted to offset any extra hours or time the employees may be on duty on account of delayed trains, or dining car crews being called on, in special cases, to put stores in their cars, etc. The fact that the company has conceded two weeks' leave of absence to their clerks and station employees does not appeal to us as a reason why a similar concession should be made to the dining car employees. Many of the clerks and station employees are confined to the one office and are much more in need of change of scene periodically than are dining car employees, whose duties are less confining. We cannot, therefore, recommend that the company grant this leave.

Lay-over:

The lay-over asked by the men is covered by Articles 57 to 59 inclusive of their presentation. At present the railway operates but three through trains between Winnipeg and Vancouver per week. Upon each of those through trains it is necessary to have a dining car. Dining car crews residing in Winnipeg run through to Vancouver, and those residing in Vancouver run through to Wininpeg. It not infrequently occurs that a crew whose residence is in Winnipeg, when returning East from Vancouver, find that they are three hours or more late on reaching Edmonton. When that occurs, they are turned back to Vancouver instead of coming through. It thus happens that sometimes a Winnipeg crew is held away from their home terminal from 17 to 20 days at a time. It was admitted by both Mr. Cameron and Mr. Pratt that this was a condition that should, and would, be remedied just as soon as it was reasonably possible to do so.

The men contended that, by the expenditure of a little money, it could now be remedied. They suggested that the terminus of the Vancouver crews should be Edmonton, and that they should run only between Vancouver and Edmonton, and that the terminus of the Winnipeg crews should be Paynton, and that the crews, upon reaching Paynton, should turn back to Winnipeg. The officials of the company, however, pointed out that the adoption of such a course would leave the trains between Edmonton and Paynton, a distance of some 200 miles, unprotected by dining car service, and that the risks of delays and accidents were such that the company could not undertake to operate a through train over that territory without a dining car attached. They further pointed out that they had facilities for provisioning, cleaning, renovating and repairing the cars at Winnipeg which do not exist and could not be installed and main-

tained without a large expenditure at any other points on the line. They pointed out that just as soon as conditions justified the inauguration of a daily through train, provision could be made for the amount of lay-over at the home terminal now asked for by the men, but that with their present facilities, and under the present day conditions, it was out of the question for them to do so. They have at present only three spare dining cars on the western division; two of these are in continuous use by the military authorities, and they must always have at least one spare car for the purpose of relieving one that may have to undergo repairs. The men pointed out that this same condition has prevailed since 1913, and that in that year the company's officials made similar promises with respect to it. The obvious explanation of that is, that since 1914 the country has been at war, and conditions have been abnormal; otherwise the company might have been in a position to have implemented its promises of relief.

We find that the grievance complained of by the men is a real one, but that under present conditions it is impossible for the company to grant them the relief that they would otherwise be entitled to. We strongly recommend, however, that the company take steps to improve these conditions, and to give the men a lay-over at their home terminal such as they are entitled to, and that this be done just as soon as it is reasonably possible and practicable. Mr. Pratt offered to, in the meantime, give any crew held away from its home terminal longer than the usual time an additional lay-over upon application for that purpose. We recommend that this practice be adopted.

Rates of Pay:

The company tendered the so-called McAdoo scale of wages to both committees. The clerks and station employees' committee accepted the offer, with a few minor exceptions, conceded by the company. The dining car committee declined to accept the McAdoo award, and we have therefore considered the question on its merits. We find that in every instance the McAdoo award, as applied to the dining car employees, gives them a substantial increase over their present remuneration, such increase varying from $2.70 per month to $28.25 per month, and the resultant scale of wages we believe to be fair and reasonable, with three exceptions, namely: the second dining car cook, $65, which we think ought to be raised to $71.50; second cook on cafe car, $55.00, which we thing ought to be raised to $57.50; and waiters, $45.00, which we think ought to be raised to $50.00. The reason for the latter raise is that since the commencement of the war, and particularly since the sale of liquors in dining cars has been prohibited, the tips received by waiters on these cars has materially fallen off. It is a well known fact that the railway companies have in the past paid low wages to this class of employees, and the employees have been willing to accept low wages, because the remuneration was largely augmented by tips received from railway patrons. As these have materially fallen off, we think the scale of wages should be somewhat raised to compensate them for the loss.

Date at Which Scale of Wages Should Come Into Effect:

All parties agreed that the rules should take effect as of August 15, but there was considerable difference of opinion as to the dates when the rates of pay should take effect.

The Railway War Board has ordered that the McAdoo award should in no case take effect earlier than the first of May. The employees asked that the increases be dated back to a much earlier period, and urged as a reason, delay in appointing a Conciliation Board after their application had been made.

We are of opinion that if the various steps necessary for the constitution of a Board, and the prosecution of the enquiry had followed each other without

any delay, the enquiry could not have been completed sooner than from the twentieth to the end of April. Under these circumstances, we think that if the rates take effect as of the first of May, neither party will have any reason to complain. In fact, Mr. Cameron, on behalf of the company, raised no objection to that being the date fixed. We therefore recommend that the date when the increased rates of pay shall take effect shall be the first of May.

Duration of Agreement:

We have considered with great care the question of adopting some provision which will, at least during the period of war, prevent strikes and lockouts, and give both employees and employers the assurance that while the nation is engaged in a struggle for its life they may devote their energies to the prosecution of the business of the country, without the fear that their operations may be interrupted by industrial strife. To us it appears absolutely essential that during this period of peril all the forces of the country should be mobilized and applied to the successful prosecution of the war, and we believe there is sufficient good sense and patriotism in the ranks of both the employees and employers to induce them to adopt some method of settling their disputes without the interruption of business which is always involved in a strike or a lockout.

We, early in the negotiations, outlined a proposal to this end. This proposal involved three considerations: (1) that during the period of war there should be no strike or lockout; (2) that periodically there should be a comparison of the increased cost of living with that existing at the time when the scale was adopted, and an increase of wages sufficient to take care of the increased cost of living, if any, should from time to time be granted; (3) that in the event of any dispute as to the interpretation of the rules and rates of pay, or their application, a reference should be made to some constituted Board, whose decision should be accepted as final by both parties.

The proposal was, at the request of Mr. Dixon and Mr. Howard, put in concrete form. After it was drafted, a joint meeting of members of this Board, and of members of a Board consisting of the present chairman, Mr. Dafoe, and Mr. Campbell, then holding an enquiry into a dispute between the Canadian Northern Express Company and its employees, was held. At this meeting all the members of both Boards were present, as well as Mr. Dixon and Mr. Howard, chairman and secretary of the clerks and station employees committee, and Mr. Watson, chairman of the express employees committee.

At the conference referred to, all were unanimous that an agreement such as outlined was most desirable. We believe that no British subject who wants to see the Empire successful in the terrible struggle in which we are engaged will hesitate for a moment to agree to the clauses we have drafted. In the event of any dispute arising in the future, the merits of the dispute must necessarily be submitted to a Conciliation Board, and the experience of the past is that in a large majority of the cases the decision of the Board has been accepted. Under these circumstances, little, if anything, would be lost by agreeing to abide by the decision of such a Board in advance, and thus giving the employers the assurance that until victory has been achieved and peace restored, labour and capital will work in harmony for the achievement of that end.

Mr. Lydiard, chairman of the dining car employees' committee, was not present at the conference referred to, and he subsequently informed the Board that he declined on behalf of those he represented to agree to the proposed article, notwithstanding Mr. Dixon's attitude. We nevertheless recommend that it be incorporated in the dining car schedule, and that the dining car employees accept it.

The Board was ready to report re-

specting western lines on the second day of August, but were requested to withhold it until the eastern lines' dispute had been cleared up. Subsequently, on the thirtieth August, an application was made to us by some of the men's committee to re-open the enquiry respecting several of the matters covered by the signed schedules hereinbefore referred to, particularly with respect to the exclusion of three classes of employees, namely: ashpit men, clerks in superintendent's office, and certain men included in the O.R.T. schedule.

The application was heard on the fourth and sixth September by the chairman and Mr. Dafoe, Mr. Urry being unable to attend. The representative of the company took the position that the question of including the three classes referred to had been the subject of discussion with Mr. Dixon before the agreement now sought to be opened was entered into, and he refused to re-open it. It appears to us that the employees are bound by the result of the negotiations conducted by their accredited representative, and in the absence of the company's consent we have no power to again open the matter.

We append hereto the schedule of rules and rates of wages for both clerks and station employees, and the dining car employees, with certain articles left blank. Both schedules have been signed on behalf of the employees by Mr. Dixon, general chairman, and on behalf of the company by Mr. McLeod, general manager, and Mr. Pratt, dining car superintendent, respectively. We have stated in this report how, in our opinion, these blanks should be filled up. In our opinion the second paragraph of the twenty-third article of the clerks' schedule and the second paragraph of the article numbered 32 in the dining car schedule, should be amended, and we recommend that the following be substituted therefor:

"Provided, that there shall be a revision of the wage scale at the expiration of every six (6) months hereafter if it appears that since the last revision of wages there has been a general increase in the cost of living of 10 per cent or more, in which case an increase of wages will be granted sufficient to absorb such increased cost of living. The cost of living statistics tabulated by the Department of Labour and published in the Labour Gazette first issued after the expiration of such six (6) monthly period shall be accepted as conclusive as to such increase, if any, and the extent thereof."

The dispute respecting eastern lines has not yet, so far as we are advised, been disposed of, and until that has been done we cannot make a final report.

All of which is respectfully submitted, this eleventh day of October, A.D. 1918.

(Sgd.) T. G. Mathers,
Chairman.

(Sgd.) C. E. Dafoe,
Member of Board.

(Sgd.) Frederick Urry,
Member of Board.

CANADIAN NORTHERN RY. SYSTEM.

Lines Port Arthur and West Thereof.

Rules and Rates of Wages covering employees holding certain positions at points specified herein. Effective .....

Article 1.

Article 2.

For the purpose of this schedule the word "employee" shall be understood to mean any employee filling any position incorporated in these rules, regulations, and rates of pay.

Article 3.

(a) Members of general committee shall be relieved when required for committee work, and will be furnished necessary transportation. Sufficient notice must be given to superior officer so that the interests of the company will not suffer.

(b) Employees will, if circumstances permit, be relieved not exceeding four (4) times each year, and furnished transportation for the purpose of attending their meetings, such transportation to extend only to the limits of the superintendent's division on which they are employed. The relief of employees for this

purpose will be arranged with due regard to the company's interests, and no more men will be relieved from any office, department, or shop that can, in the discretion of the officer in charge, be spared.

Article 4.

Employees held off duty on company's business, or by order of the company's officials, will be paid therefor at their schedule rates of wages, and actual reasonable expenses, if away from home, on production of receipts.

Employees required by the company to attend coroner's inquests, court cases, or other public investigations, will be reimbursed for time lost on basis of schedule rates, and for actual reasonable expenses, if away from home, on production of receipts. In such cases the witness or other court fees to go to the company.

Article 5.

If, owing to illness, an employee is forced to cease work for an indefinite period, such employee shall not lose his seniority rights to the position held at the time of reporting sick, provided the absence does not extend beyond a term of six (6) months from date of stopping work.

Employees entitled to steady positions will lose their seniority standing after thirty (30) days' service in any other class of work, except by special arrangement — through the proper channels — with the superintendent or head of department.

Article 6.

(a) Monthly rated employees shall be given two (2) calendar weeks (twelve working days) leave of absence each year with pay, after one (1) year's service. In the event of the company not being able to relieve the employee and grant leave of absence at any time in any one year, such leave of absence will be added to the leave of absence in the following year.

(b) Application for leave of absence filed in January of each year will be given preference in order of seniority of applicant, and applicants wil be advised in February of date allotted. January applicants will have preference over later applicants, and applicants after September 30 will not be entitled to leave if the company is unable to relieve them in that year. The company will, if possible, relieve all applicants during the summer season, when so desired.

(c) If the company is unable to grant leave of absence in any one year, as per paragraphs (a) and (b) of this Article, the employee will be paid regular wages in lieu of leave, if so desired. Employees entitled to leave who do not apply for it, or who do not take leave when granted, will not be allowed any wages in lieu thereof.

Article 7.

Any qualified employee called upon by proper authority to do relief work temporarily for a period of one week (seven days) or more will receive the same rate of pay as the employee relieved, provided it is not less than the employee's own. It being understood that the reliever will not receive more than fifteen (15) dollars over his or her own wages for the first month.

The above rule also applies to relief work done on account of annual holidays, and the maximum increase of fifteen (15) dollars per month in rate would cover the full period an employee is assigned to relief work.

Example:

An employee is called upon to relieve three other employees for a period of two weeks each:

Relieving employee's regular rate is, say	$70.00
Employee "A's" regular rate is, say ..	75.00
Employee "B's" regular rate is, say ..	80.00
Employee "C's" regular rate is, say ..	90.00

The reliever would be paid as follows:

While relieving "A" at rate of	$75.00
While relieving "B" at rate of	80.00
While relieving "C" at rate of	85.00

If the rates of the three employees relieved were $90.00 the reliever would be paid at the rate of $85.00 for the six weeks he would be assigned to the work.

Article 8.

All employees will be promoted in the order of their seniority; fitness and ability to govern. Seniority will count from the date employees last enter the service, but seniority in any position will date from the time employee last enters into such position.

Article 9.

It is understood and agreed that the rules for promotion and seniority do not include employees having less than six (6) months' service.

Article 10.

(a) Employees shall be considered for promotion on their respective superintendent's divisions, or within their respective departments; ability and seniority to govern. Employees not promoted in accordance with their seniority shall, upon request to their superior officer, be advised the reason therefor.

Note.—Nothing herein is to be construed to mean that an employee cannot be transferred from one division, district, or department to another, and where such transfer is made the employee affected will not lose any seniority rights.

(b) An employee engaged in clerical work placed in a position by promotion or otherwise, who is unable, for any reason, to perform the duties pertaining to such position acceptably to the company, will not receive the full salary accruing to the position until the employee has become proficient in the work, except that an employee under such circumstances will not be granted a period longer than sixty (60) days within which to qualify. During the probationary period herein specified the remuneration of such employee will be augmented by an amount representing fifty per cent (50%) of the difference between the rates scheduled for the two positions involved.

(c) Employees not wishing to accept promotion offered them by the management become junior to employees accepting such promotions, for such positions only.

(d) When an employee is transferred at the company's instance and by order of the proper official, such employee shall receive free transportation for family and household goods, and will suffer no loss of time in consequence thereof.

Note.—This clause is not to be construed as governing instances where employees transfer to accept positions obtained on bulletin.

ARTICLE 11.

In the event of reduction of staff, senior qualified employees shall be given preference of employment, and employees laid off shall be given preference of re-employment when staff is increased, if available.

ARTICLE 12.

Employees shall, on application, have returned to them all service cards or letters of recommendations that may have been taken up for inspection.

ARTICLE 13.

When an employee is dismissed, or leaves the service, after giving due notice required by the rules, such employee, on request, shall be given a certificate of service showing the capacities in which employed and whether discharged or leaving of own accord. If discharged, cause of dismissal to be stated.

ARTICLE 14.

An employee laid off on account reduction of staff and re-employed within six (6) months shall be given credit for length of time previously worked.

ARTICLE 15.

(a) No employee shall be suspended (except for investigation), discharged or disciplined, until given a fair and impartial hearing. The decision in such case to be arrived at within fifteen (15) days from date of suspension. An employee found blameless will be reinstated and paid schedule wages for time so lost: one day for each twenty-four (24) hours so held, and, if away from home, will be reimbursed reasonable expenses, on production of receipts. An employee may have the assistance of one or two employees during an investigation. if such employee so desires. The employee so affected will be given one day's notice of an investigation, but this shall not be construed to mean that a proper officer, who may be on the ground at the time when the cause for investigation occurs, shall be prevented from making an immediate investigation.

(b) If the decision is considered to be unjust an appeal may be made in writing to a higher officer by an employee within fifteen (15) days of the date decision is rendered; such appeal shall set forth the grounds on which it is made. If requested, the employee directly concerned will be furnished with a copy of his statement.

(c) The procedure for settlement of grievance shall be as follows:

First.—By the employee to the foreman or officer immediately in charge.

Second.—By the local grievance committee to the officers or officials.

Third.—By the general grievance committee to the general superintendent or head of department.

Fourth.—To the assistant general manager or general manager.

Local grievances which can be adjusted on the ground shall be adjusted in the railway company's time.

ARTICLE 16.

For the purpose of this schedule it is understood and agreed that employees in the passenger service shall mean station baggagemasters and their staffs when handling baggage where passenger trains run on Sundays and holidays; ticket agents and assistants at stations where passenger trains operate on Sundays and holidays.

ARTICLE 17.

Employees will be subject to the general rules of the company in regard to leave of absence and free or reduced transportation.

ARTICLE 18.

(a) The time of monthly rated employees will be based upon the calendar months, Sundays excluded.

(b) The following holidays will be granted with pay to the employees rated by the month not engaged in passenger service, viz.: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day.

When it is necessary to call upon such employees to work on the above specified holidays, they will be paid for the time work on the following basis:

Two (2) hours or less: not to count;

Over two (2) hours but not in excess of one-half (½) day: one-quarter (¼) day's pay;

Over one-half (½) day: one-half (½) day's pay;

Such amounts to be added to monthly salary.

(c) Monthly rated employees required to work on Sundays will be paid for actual time so worked at time and one-half; thirty (30) minutes or less not to count, over thirty (30) minutes to count as one (1) hour. Such amounts to be added to monthly salary. Except that where the company arranges to relieve clerical and yard staffs one day a week, work on Sundays will be treated the same as work on week days. The intent being that where possible to do so, the employees will be given one day's rest in seven days.

(d) Hourly or daily paid employees required to work on holidays specified in clause (b) or on Sundays will be paid for such work on the basis of time and one-half.

(e) Night employees to receive the same consideration as day employees in the matter of holiday and Sunday work.

(f) Employees will not be expected to work on specified holidays or on Sundays, and unless they are specially instructed to do so by the head of the department, they will not be paid any extra time.

(g) The present practice in regard to the half holiday on Saturdays will be continued.

Article 19.

(a) Ten (10) consecutive hours, exclusive of meal hours, shall constitute a day's work for all employees, except for such employees as previous to the coming into effect of this schedule worked less than ten (10) hours for a day's work, in which case the hours to constitute a day's work shall not be increased.

When twenty-four (24) hours' continuous service is necessary, ten (10) hours within twelve (12) consecutive hours shall constitute a day's work.

(b) Employees will start and finish work between the hours of 6.00 o'clock and 19.00 o'clock for day work, and between 18.00 o'clock and 7.00 o'clock for night work, except passenger employees at stations who will start and finish work at hours to suit local conditions, but if kept on duty more than ten (10) hours they will be paid for such time pro rata.

(c) Employees shall not be required to take more than one and one-half (1½) hours for meals.

(d) Senior employees to have preference of night or day work.

(e) Employees called upon to work outside of the regular hours of duty will be paid for such work on straight time basis.

Article 20.

Classification:

An "assistant freight shed foreman" is an employee who has charge of a number of freight checkers and porters in either inward or outward freight sheds, yards, etc., under the supervision of a general foreman.

A "freight checker" is an employee receiving inward and outward freight from steamer or car to shed, or vice versa, responsible for the accuracy of weight, number of packages, addresses and marks.

A "freight porter" is an employee working as loader, floor man, or car man, responsible for the proper handling of freight.

Note.—The above mentioned definitions are made for the classification of the employees enumerated, and for the purpose of arriving at their rates of pay.

Article 21.

Within sixty (60) days after the adoption of this schedule by the management, the management shall prepare lists showing the seniority in the groups in each district of all employees covered thereby, such lists to be supplied to the general chairman. These lists shall be subject to correction upon proper representation from any employee. Seniority lists shall be revised at least once a year and furnished to the chairman of the General Grievance Committee on application.

Article 22.

Employees who are discharged and not re-employed within six (6) months will be regarded as new employees, except that an employee who has been discharged more than six (6) months may be reinstated when such action has been sanctioned by the General Committee and the proper officer of the company.

Article 23.

This schedule of rules and rates of pay shall continue in force until terminated by a thirty (30) day notice by either party after the conclusion of peace between Great Britain and her present enemy nations, and until that time there shall be no strike of employees and no lockout by the employers.

Provided, that there shall be a revision of the wage scale at the expiration of every six (6) months hereafter if it appears that "during the preceding six (6) months" there has been a general increase in the cost of living of ten per cent (10%) or more, and an increase will be granted sufficient to absorb such increased cost of living. The cost of living statistics tabulated by the Department of Labour and

published in the LABOUR GAZETTE first issued after the expiration of such six (6) monthly period, shall be accepted as conclusive as to such increase, if any, and the extent thereof.

Provided further, that should any dispute take place as to the interpretation of these rules, or as to the right of any employee or employees to an increase in accordance herewith, or as to the carrying out of these rules, the parties agree to refer the same to any board or tribunal constituted by the Dominion Government for the settlement of labour disputes, or, if no such board or tribunal be constituted, then to a Board of Conciliation under the Industrial Disputes Investigation Act, 1907, and to abide by the decision of such board or tribunal, or a majority thereof.

In the event of its becoming necessary to apply for a board under the said Act, the application may be made by either party, and in such application it shall not be necessary to make the statements required by S.S. 1 (b) of Section 15 of said Act as amended.

(Sgd.) M. H. MACLEOD,
For the Company.

(Sgd.) N. DIXON,
For the Employees.

RATES OF PAY.

Minimum: Eighteen (18) years and over.

	Per month.
Female Clerk	$ 55.00
Male Clerk	65.00

Port Arthur:

Freight Office.

Chief Clerk	140.25
Accountant	119.00
Cashier	119.00
Storage Clerk	119.00
Rate Clerk and Chief Biller	119.00
Claim and Correspondence Clerk	119.00
Assistant Accountant	105.75
Outstandings and Audit Correspondence	105.75
Assistant Cashier	105.75
Assistant Claims Clerk	98.70
Chief Night Biller	98.70
Night Biller	84.60
Abstract Clerk	84.60
Day Biller	84.60
Received Freight Clerk	84.60
Transfer Clerk	84.60
Agent's Stenographer	84.60
Messenger Boy	35.00

Grain Office.

Chief Clerk	110.00
Accountant	98.70
Rate and Billing Clerk	105.75
First Biller	84.60
Advice Clerk	84.60
Abstract Clerk	84 60
Settlement Clerk	84.60
Switching Clerk	84.60

Station.

Ticket Agent	105.75
Clerk	77.55
Baggageman	84.60
Janitors	71.50

Freight Shed.

	Per month.
1st Assistant Foreman	140.25
2nd Assistant Foreman	136.00
3rd Assistant Foreman (local shed)	119.00
Checkers	84.60
Stevedore	105.75
Team Track Checker	84.60
Shed Foreman's Clerk	105.75
Timekeeper	123.25
Assistant Timekeeper	91.65
Timekeeper's Clerk	71.50
Joint Damage Clerks	91.65

Yard Office.

Chief Clerk	105.75
Day Train Clerk	91.65
Night Train Clerk	84.60
Car Record Clerk	71.50
Stenographer	71.50
Interchange Clerk	65.00
Senior Car Checker	84.60
Car Checkers	71.50

Mechanical Dept.

Storekeeper's Clerk	71.50
Loco. Clerk	71.50
Car Clerk	71.50

Fort Frances:

Station.

Cashier	112.70
Assistant Cashier	91.65
Ticket Clerk	91.65
Freight Checker	84.60
Day Baggageman	77.55
Night Baggageman	71.50
Billing Clerk	77.55
Manifest Clerks	71.50
Abstract Clerk	71.50
Car Clerk	84.60
Yardmaster's Clerk	77.55
Car Checkers	71.50
Freight Handlers	71.50
Janitor	71.50

Winnipeg:

Stores and Mechanical Accts.

Chief Clerk	136.00
Ledger Clerk	98.70
Labour Dist. Clerk, Sr.	71.50
Labour Dist. Clerk, Jr.	65.00
Material Clerk, Sr.	98.70
Material Clerk, Jr.	84.60
Pay Roll Clerk, Sr.	84.60
Pay Roll Clerk, Jr.	71.50
Shop Order Clerk	84.60
Invoice Clerk	71.50
Pricing Clerk	71.50
Stenographers	71.50
Compt. Operators, from 55.00	77.55
Chief Timekeeper	127.50
Asst. Timekeeper	91.65
Time Clerks	65.00
Junior Clerk, 1st year	65.00
Comptometer Operator	65.00
Carbon Boy	45.00
Messenger Boy	45.00

Inward Rates.

Rate Clerk	112.70
Assistant Rate Clerk	84.60
Expenser	71.50
Messenger Boy	45.00

Accounting Dept.

Accountant	131.75
Balance Sheet Clerk	98.70
Balance Sheet Clerk, Assistant	84.60
Switching	84.60
C. O. S.	71.50

	Per month.
Prepay Clerk	71.50
Comptometer Operator	71.50
Comptometer Operator, Jr.	65.00
Typist	71.50
Stenographer	71.50
Stenographer	71.50
Statistics	71.50
Cash Poster (Asst. B/S Clerk)	84.60

Cashier.

Cashier	119.00
Cashier, Assistant	91.65

Outstanding Dept.

Chief O/S Clerk	119.00
Rate Adjustment Clerk	98.70
Relief Correspondence Clerk (2)	84.60
Car Rental	91.65
O/S Clerk (2)	77.55
O/S Clerk, Jr.	71.50
Settlement	71.50

Inward Abstracts.

Chief Abstract Clerk	91.65
Abstract Clerk (5)	71.50
Abstract Clerk, 1st year-min.	65.00
Typist	71.50

Outward Abstracts.

Chief	91.65
Abstract Clerk	71.50
Abstract Clerk, 1st year	65.00

Sundries.

Chief Operating Yard Clerk	105.75
C. L. Enquiry	98.70
Weighmaster D.	91.65
Weighmaster N.	77.55

Mail Room.

Chief Clerk	84.60
Assistant Clerk	71.50
Messenger	50.00

Local Freight Dept.

Freight Shed.

Assistant Foremen	119.00
Foreman Checkers	105.75
Foreman's Chief Clerk	98.70
Clerks (2)	71.50

Freight Office.

General.

Enquiry Clerk	91.65
Enquiry Clerk, Asst.	84.60
Timekeeper	105.75
Night Agent	91.65
O. H. Freight and Customs	91.65
Records	91.65
Records, Assistant	71.50
Records, Assistant	65.00
Records, Assistant	65.00
Janitor	71.50
Chief Stenographer	77.55

Claims.

Chief Clerk	112.70
Chief O. S. & D.	84.60
Asst. O. S. & D.	71.50
Jr. O. S. & D.	65.00
Inspector	77.55
Tracer	71.50
Clerk	65.00
Clerk, 2nd	60.00
Clerk, 3rd	60.00
Stenographer	71.50
Mail Boys	45.00

Outward Billing.

	Per month.
Chief Biller	123.25
Chief N Biller	105.75

Billers—Piece Work, 1c Collect.
1c Prepaid.
2c C/L.
2c Interline.

Expenser—Piece Work.

(Expensing Prepaid—same rating as billing).

Billing and expensing subject to the present error charges.

Chief Rates and Classification Clerk	112.70
Assistant	84.50
Prepay Rate Clerk	91.65
General Clerk	84.60
General Clerk	71.50

Yard Office.

Chief Clerk	112.70
Train Clerks (2)	98.70
Crew Clerks (2)	84.60
Interchange and Reports Clerk	91.65
Hold Clerk	91.65
Time Clerk	84.60
Clerks (3)	84.60
Home Route Clerk	84.60
Subway Clerk	77.55
Index Clerks (2)	60.00
Stenographer	71.50
Night Chief Clerk	112.70
Perishable Freight Reports Clerk	77 55
Checkers	77.55
Call Boy (2)	45.00

St. Boniface:

Local Freight Dept.

Accountant and Chief Clerk	127.50
Biller	91.65
Car Rental Clerk	77.55
Clerks (2)	71.50
Freight Checker	77.55
Ticket Clerk	77.55

Brandon:

Local Freight Dept.

Chief Clerk	105.75
Cashier and Accountant	98.70
Rate and Bill Clerk	77.55
Clerk (1)	77.55
Clerk (2)	71.50
Stenographer	65.00
Collector	65.00
Messenger Boy	30.00
Freight Checker (1)	77.55
Freight Porters	65.00
Ticket Agent	119.00
Ticket Clerk	84.60
Baggageman	77.55
Janitor	71.50
Car Checkers	65.00
Call Boys (2)	35.00

Mechanical and Stores Dept.

Loco. Clerk	71.50
Storekeeper	84.60

Regina:

Local Freight Dept.

Chief Clerk	131.75
Accountant	105.75
Cashier	105.75
Rate Clerk	105.75
Biller and Night Clerk	91.65
O. S. & D. Clerk	84.60
Expense Clerk	77.55
Correspondence Clerk	91.65
Abstract Clerk	84.60
Advice Clerk	65.00

	Per month.
Checkers	.29
Stowers	.28
Truckers	.27¼

Saskatoon:

Local Freight Dept.

Accountant and Chief Clerk	131.75
Cashier	123.25
Senior Asst. Accountant	112.70
Junior Asst. Accountant	105.75
Chief Biller	123.25
2nd Biller	112.70
Biller and Night Clerk	91.65
Rate Clerk	98.70
Claims Clerk	119.00
Collector	98.70
Advice Clerk	91.65
Car Rental Clerk	119.00
Assistant Cashier	112.70
Car Clerk	112.70
Stenographer	84.60
Stenographer and Clerk	84.60
Expense Clerk	98.70
Clerk	91 65
Clerk	84.60
Clerk	77.55
O. S. & D. Clerk	84.60
Messenger Boy	50.00
Assistant Shed Foreman	105.75
Foreman Checker	98.70
Checkers	.31¾
Stower	.30¾
Porters	.29¾

Passenger Station.

Baggagemaster	105.75
Asst. Baggagemaster	84.60

Yard Office.

Chief Clerk	98.70
Night Clerk	98.70
Checkers	77.55

Calgary:

Local Freight Dept.

Chief Clerk	127.50
Accountant	119.00
Cashier	105.75
Asst. Accountant	91.65
Correspondence Clerk	91.65
Expense Clerk	84.60
Stenographer	77.55
Car Rental	84.60
Abstract Clerk	84.60
Statistical Clerk	84.60
Rate and Bill Clerk	91.65
Night Agent	98.70
Car Checker	77.55
Messenger	45.00
Checkers	.31¾
Porters	.29¾

Passenger Station.

Ticket Agent	105.75
Ticket Clerk	77.55
Baggagemaster	91.65
Janitor	77.55
Baggage Porter and Janitor	77.55

Edmonton:

Passenger Station.

Baggagemaster	105.75
Clerk	84.60
Baggage Checkers	77.55
Baggage Porters	71.50

Freight Shed.

	Per month.
Checkers, 1st year	84.60
Checkers, 2nd year	91.65
Checkers, 3rd year	98.70
Porters, 1st six months	71.50
Porters, after six months	77.55
Shed Foreman's Clerk	77.55

Stores Dept.

Storekeeper	119.00
Stores Supply Car Men	77.55
Timekeeper	84.60
Clerk	71.50
Storeman	.30¾

(Sgd.) M. H. MACLEOD,
For the Company.

(Sgd.) N. DIXON,
For the Men.

CANADIAN NORTHERN RY. SYSTEM.

Lines Port Arthur and West Thereof.

Rules and Rates of Wages covering dining and cafe car employees.

Rates of wages effective.....

Rules effective.....

ARTICLE 1.

ARTICLE 2.

For the purpose of this schedule the word "employee" shall be understood to mean any employee filling any position incorporated in these rules, regulations and rates of pay.

ARTICLE 3.

(a) Members of general committee shall be relieved when required for committee work, and will be furnished necessary transportation. Sufficient notice must be given to superior officer so that the interests of the company will not suffer.

(b) Employees will, if circumstances permit, be relieved not exceeding four (4) times each year and furnished transportation for the purpose of attending their meetings, such transportation to extend only to the limits of the superintendent's division on which they are employed. The relief of employees for this purpose will be arranged with due regard to the company's interests, and no more men will be relieved from any office, department or shop than can, in the discretion of the officer in charge, be spared.

ARTICLE 4.

Employees held off duty on company's business or by order of the company's officials will be paid therefor at their schedule rates of wages, and actual reasonable expenses, if away from home, on production of receipts.

Employees required by the company to attend coroner's inquests, court cases, or other public

investigations, will be reimbursed for time lost on basis of schedule rates, and for actual reasonable expenses, if away from home; on production of receipts. In such cases the witness or other court fees to go to the company.

Article 5.

If, owing to illness, an employee is forced to cease work for an indefinite period, such employee shall not lose his seniority rights to the position held at the time of reporting sick, provided the absence does not extend beyond a term of six (6) months from date of stopping work.

Employees entitled to steady positions will lose their seniority standing after thirty (30) days' service in any other class of work, except by special arrangement — through the proper channels — with the head of department.

Article 6.

Claim for leave of absence.

Article 7.

In the event of reduction of staff, senior qualified employees shall be given preference of employment, and employees laid off shall be given preference of re-employment when staff is increased, if available.

Article 8.

Employees shall, on application, have returned to them all service cards or letters of recommendation that may have been taken up for inspection.

Article 9.

When an employee is dismissed, or leaves the service, after giving due notice required by the rules, such employee, on request, shall be given a certificate of service showing the capacities in which employed and whether discharged or leaving of own accord. If discharged, cause of dismissal to be stated.

Article 10.

An employee laid off on account of reduction of staff and re-employed within six (6) months shall be given credit for length of time previously worked.

Article 11.

(a) No employee shall be suspended (except for investigation), discharged or disciplined, until given a fair and impartial hearing. The decision in such case to be arrived at within fifteen (15) days from date of suspension. An employee found blameless will be reinstated and paid schedule wages for time so lost; one day for each twenty-four (24) hours so held, and, if away from home, will be reimbursed reasonable expenses, on production of receipts. An employee may have the assistance of one or two employees during an investigation, if such employee so desires. The employee so affected will be given one day's notice of an investigation, but this shall not be construed to mean that a proper officer, who may be on the ground at the time when the cause for investigation occurs, shall be prevented from making an immediate investigation.

(b) If the decision is considered to be unjust an appeal may be made in writing to a higher officer by an employee within fifteen (15) days of the date decision is rendered; such appeal shall set forth the grounds on which it is made. If requested, the employee directly concerned will be furnished with a copy of his statement.

(c) The procedure for settlement of grievance shall be as follows:

First.—By the employee to the foreman or officer immediately in charge.

Second.—By the local grievance committee to the officers or officials.

Third.—By the general grievance committee to the general superintendent or head of department.

Fourth.—To the assistant general manager or general manager.

Local grievances which can be adjusted on the ground shall be adjusted in the railway company's time.

Article 12.

Employees will be subject to the general rules of the company in regard to leave of absence and free or reduced transportation.

Article 13.

It is undrstood and agreed that the rules for promotion and seniority do not include employees having less than six (6) months' service.

Article 14.

Seniority lists will be posted in conspicuous places at all home terminals, twice each year, such lists to be subject to correction upon proper representation by any employee within sixty (60) days from date of issue of such seniority lists.

Article 15.

All employees will be promoted in the order of their seniority; fitness and ability to govern. Seniority will count from the date employees last enter the service, but seniority in any position will date from time employee last enters into such position.

Senior men to be entitled to preference positions.

Example:

A steward who, for any reason (including reduction of staff) is reduced, will rank accord-

ing to his seniority in the service with the men holding positions similar to that to which he has been reduced.

ARTICLE 16.

(a) All positions vacated or new ones created will be bulletined for fifteen (15) days.

(b) Employees will be given reasonable time to qualify for promotion, such time, however, not to exceed fifteen (15) days from the date of bulletin.

(c) Employees absent through sickness or by permission of the company will not lose any promotion rights, provided they can pass the necessary examinations.

(d) An employee failing to qualify for promotion will retain his seniority standing in the position held, but thereafter will rank junior to the men promoted in his place.

Employees failing to qualify will be given another opportunity to do so at the expiration of ninety (90) days.

Employees failing to pass the required examination will be notified in writing, stating cause of failure.

Note.—It is understood that should there be no application received for a bulletined position or no employee qualifies, the company has the right to fill such position at the discretion of its officers.

ARTICLE 17.

(a) No fines will be imposed on employees.

(b) Unless negligence is established, employees will not be required to pay for lost, broken, or damaged equipment.

ARTICLE 18.

(a) Employees required to report for duty prior to time set for departure of train will be paid for such time at pro rata rates; one hour and thirty minutes or less not to be counted.

(b) Except in case of completing a meal, employees held on duty after arrival of train at home terminal will be paid for such time at pro rata rates; thirty (30) minutes or less not to be counted.

ARTICLE 19.

Employees granted leave of absence for more than thirty (30) days will be replaced by the senior man applying for the position. Vacancies of less than thirty (30) days will be filled at the discretion of the company's officers.

ARTICLE 20.

Employees entering the service will be required to report to the company's physicians for physical examination.

ARTICLE 21.

No loss of time will be incurred by the employees—

(a) Laying-over at terminals on order of the proper officers;

(b) Transferring from car to car;

(c) Deadheading to or from assigned cars.

Employees deadheading will be provided with meals and sleeping accommodation without charge.

ARTICLE 22.

Under normal conditions, three (3) waiters will be assigned to thirty-chair cars. Waiters will be assigned to stations. The number of chairs allotted to such stations to be decided by the steward in charge.

ARTICLE 23.

Where practicable, dining cars will be cleaned at terminal, such cleaning to include kitchen and pantry, and the polishing of all fixed metal work.

Car employees will be required to do necessary cleaning, and keep car in neat and tidy condition en route.

ARTICLE 24.

Except in cases of emergency, employees will not be used off their assigned runs; if so used, they will be restored to their assigned runs at the earliest practicable opportunity.

ARTICLE 25.

Employees who are discharged and not re-employed within six (6) months will be regarded as new employees, except that an employee who has been discharged more than six (6) months may be reinstated when such action has been sanctioned by the general committee and the proper officer of the company.

ARTICLE 26.

At intermediate terminals, stores and provisions will be delivered to car by employees other than members of the crew.

ARTICLE 27.

(a) Pantrymen will be employed on all standard dining cars.

(b) The kitchen staff of a dining car crew shall, under normal conditions, and when practicable, consist of one chef, one second cook, and one third cook.

ARTICLE 28.

(No. 57.)

ARTICLE 29.

(No. 58.)

ARTICLE 30.

(No. 59.)

Article 31.

(a) Regularly assigned employees used on troop trains shall receive time and one half in operation; straight time deadheading.

(b) The necessary additional staff will, when practicable, be employed to assist in the handling of military movements on regular trains. When such movements consist of sixty (60) men or more, time and one-half will be allowed the crew.

Article 32.

This schedule of rules and rates of pay shall continue in force until terminated by a thirty (30) day notice by either party after the conclusion of peace between Great Britain and her present enemy nations, and until that time there shall be no strike of employees and no lockout by the employers.

Provided, that there shall be a revision of the wage scale at the expiration of every six (6) months hereafter if it appears that during the preceding six (6) months there has been a general increase in the cost of living of ten per cent (10%) or more, and an increase will be granted sufficient to absorb such increased cost of living. The cost of living statistics tabulated by the Department of Labour and published in the Labour Gazette first issue after the expiration of such six (6) monthly period, shall be accepted as conclusion as to such increase, if any, and the extent thereof.

Provided, further, that should any dispute take place as to the interpretation of these rules, or as to the right of any employee or employees to an increase in accordance herewith, or as to the carrying out of these rules, the parties agree to refer the same to any board or tribunal constituted by the Dominion Government for the settlement of labour disputes, or, if no such board or tribunal be constituted, then to a Board of Conciliation under the Industrial Disputes Investigation Act, 1907, and to abide by the decision of such board or tribunal, or a majority thereof.

In the event of it becoming necessary to apply for a board under the said Act, the application may be made by either party, and in such application it shall not be necessary to make the statements required by S.S. 1 (b) of Section 15 of said Act as amended.

(Sgd.) W. Pratt,
Gen'l. Supt.
S. & D. Cars and Hotels.

(Sgd.) N. Dixon,
For the Employees.

RATES OF PAY APPLICABE TO DINING CARS, SLEEPING CARS, CAFE AND COMBINATION CARS, Etc.

	First Year.	Second Year.	Third Year.	Fourth and sub. Year.
Dining Car, Chief Stewards, per mo.	$112.70	$112.70	$112.70	$123.25
Dining Car Chefs, per mo.	112.70	112.70	112.70	123.25
Cafe Car Stewards, per mo.	98.70			
Cafe Car Chefs, per mo.	98.70			
Dining Car 2nd Cooks, per mo.	71.50			
Dining Car 3rd Cooks, per mo.	45.00			
Cafe Car 2nd Cooks, per mo.	57.50			
Dining and Cafe Car Waiters, per mo.	50.00			
Pantrymen, Dining Car, per mo.	45.00			

(Sgd. T. G. Mathers,
Chairman.

(Sgd.) Frederick Urry.

(Sgd.) C. E. Dafoe.

CANADIAN NORTHERN RY. SYSTEM.

Sleeping, Dining and Parlor Car, Hotel and News Department.

Memorandum to Committee representing Dining and Cafe Car Employees:

It is understood as follows:

First.—That a sufficient supply of white coats, caps, and cooks' trousers will be supplied to dining and cafe car crews for use in the discharge of their duties.

Second.—That white shirts and collars required to be used by dining and cafe car stewards while in uniform and on duty will be laundered free by the company.

Third.—That dining and cafe car employees will be provided with suitable lodging free of charge when away from home terminal.

Fourth.—That the present practice of supplying dining and cafe car stewards with uniforms will be continued, viz.:

Dining car stewards—

In service over (10) years, all uniforms free.

From five (5) to ten (10) years, one uniform free per year.

Under five (5) years, pay one-third cost of uniforms.

Cafe car stewards—

Pay one-third cost of uniforms.

Overcoat free.

(Sgd.) W. Pratt,
General Superintendent.

Winnipeg, Man., July 29, 1918.

Report of Board in dispute between the Winnipeg Electric Railway and its machinists, blacksmiths, etc.

A REPORT was received from the Board established to deal with the dispute between the Winnipeg Electric Railway Company and certain of its employees, being machinists, blacksmiths, electricians, trackmen, carpenters, painters, car cleaners, switch greasers, specialists and helpers to these crafts, concerning wages and working conditions. The Board was composed as follows: Mr. Isaac Campbell, Winnipeg, chairman, appointed on the joint recommendation of the other two Board members, Messrs. John C. Sullivan and Ernest Robinson, Winnipeg, nominees of the company and employees respectively. The report was unanimous, and was accompanied by a copy of an agreement between the company and its employees as to hours of labour, holidays, shop rules, and settlement of grievances. The disputants did not agree as to rates of wages, but a proposed schedule was submitted by the Board with the report.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Winnipeg Electric Railway Company, employer, and certain of its employees, being machinists, blacksmiths, electricians, trackmen, carpenters, painters, car cleaners, switch greasers, specialists and helpers to these crafts.

The Honourable
the Minister of Labour.

The undersigned, being the Board appointed under the above Act for the purpose of determining this dispute, met on August 19, 23, 29, and 30, September 3, 5, 6, 9, 10, 11, 12, and 30, and October ...., 1918. A full discussion took place between the members of the Board and the representatives of the parties, Mr. F. L. Butler acting for the railway company, and Messrs. R. B. Russell and J. L. McBride being the chief representatives of the men. Progress was made in the direction of reaching an agreement. The parties themselves concluded a mutual agreement under the advice of the Board respecting the hours of labour. the rules of employment, and in fact all the matters at issue excepting the wage schedule.

Considerable discussion took place as to whether the trackmen and labourers along with the tradesmen should be considered, the company claiming that labour was a fluctuating quantity, the men being here to-day and away soon after, that they were not largely unionized, and that the ordinary laws of supply and demand should determine their scale of wages. There was some hesitation also as to whether the labourers should be included in the reference to us from your department as they were not specifically mentioned therein. It was, however, finally decided that the Board would consider the trackmen and shop labourers when making up the schedule of wages, and it was agreed to by the parties on both sides, with the approval of Board, that our inquiry should be as between the company and its employees, thus eliminating any question of the position of the Metal Trades Council.

Appended hereto is a statement agreed to unanimously by the Board, showing first the wages paid up to the present time for the various classes of tradesmen and labourers employed by the company named in the schedule, and also the scale of wages now found to be fair by us and so reported herewith. We also all agreed that the schedule of in-

creased wages should date back and take effect as of August 15, 1918.

All the members of the Board recognized that the additions to the wage schedule are indeed considerable and brings the Winnipeg Street Railway's rates equal to that of any similar company operating under parallel conditions, except possibly Vancouver, where shipbuilding and mining conditions have created a special labour situation. But with one hour's work less in Vancouver per day, the result is that the daily rate of wage we have found for the Winnipeg Electric Railway Company is considerably higher than that in the western city. In making these schedules the Board have recognized two factors: First, the abnormal circumstances now existing; and, second, the generally constant employment afforded to the employees of street railways.

The Board also had in mind as a virtual advantage to the men the fact that the railway company in this city issues a pass to all its employees for use either for business or pleasure and that the value of this is practically the equivalent of 2 cents per hour.

The Board asked the parties during the discussion if they would agree to accept the award that should be made. The representatives of the men stated that they were opposed on principle to anything they regarded as compulsory arbitration and must therefore decline to agree to accept the award in advance. For the railway company it was said it would agree. The Board, however, has strong hopes that the men will accept its report as to the wage schedule.

We find that the matters herein mentioned, including the time of operation for the new schedule of wages, should extend to August 31, 1919, and that the increased schedule of wages should apply or date back to August 15 of this year (1918). The company will make new or amended pay-rolls for second half of August and for the month of September of this year.

We append copy of the agreement arrived at by the company and its employees as to hours of labour, holidays, shop rules, and settlement of grievances.

Accompanying this report is the time record of the meetings held by the Board and signed by the chairman.

The Board cannot close its report without a reference to the unfailing courtesy during the arguments of the representatives of the two parties — a courtesy shown to the members of the Board and to each other.

We beg with respect to submit this our report.

Dated at Winnipeg, this third day of October, 1918.

(Sgd.) ISAAC CAMPBELL, Chairman.

(Sgd.) ERNEST ROBINSON.

(Sgd.) J. G. SULLIVAN.

SCHEDULE OF RATES OF WAGES

WINNIPEG ELECTRIC RAILWAY

First column, present rate in cents per hour.

Second column, the rates in cents approved and reported to the Minister of Labour, October 3, 1918, by the Board of Conciliation.

Machinists	50	60
Machinist apprentice	15	20
	(Advance 2½c each 6 mos.)	
Machinists helpers and drill press men	....	....
Machinists helpers, 1st 6 months	32½	35
Machinists helpers, 2nd 6 months	35	37½
Machinists helpers, after one year	....	42½
Babbitt men, 1st 6 months	32½	37½
Babbitt men, 2nd six months	35	40
Babbitt men, after one year	....	45
Wheelmen	45	45
Blacksmiths	50	60
Welder	50	60
Blacksmith helpers, 1st 6 months	32½	35
Blacksmith helpers, 2nd 6 months	35	37½
Blacksmith helpers, after one year	....	42½
Armature winders	50	60
Armature winders apprentice	15	20
	(Advance 2½c each 6 months.)	
Armature winders helpers, 1st 6 months	32½	35
Armature winders helpers, 2nd 6 months	35	37½
Armature winders helpers, after one year	....	42½
Car wiring man	50	57½
Controllerman promoted from pitman:		
1st 6 months	37½	45
2nd 6 months	....	47½
After one year	....	50
Car carpenters	45	54
Painters	42½	54
Fender repair man:—		
1st 6 months	....	33
2nd 6 months	....	35
After one year	37½	40

Pitman leader:—		
1st 3 months	30	35
2nd 3 months	....	37½
2nd 6 months	32½	40
3rd 6 months	35	42½
4th 6 months	37½	45
Pitman helpers:—		
1st 3 months	....	33
2nd 3 months	....	35
Afterwards	....	37
Air brake repair men promoted from pitman:—		
1st 6 months	....	45
2nd 6 months	....	47½
After one year	40	50
Track labour	....	33

Leading trackmen or sub-foremen, 1st 6 months, 2½c more than rates paid to track labour; 2nd 6 months, 5c more than track labour.

Car House Inspection and Cleaning

	1st column Days	1st column Nights	2nd column Days	2nd column Nights
Car inspectors:—				
1st 3 months	30	30	35	37
2nd 3 months	....	....	37½	39
2nd 6 months	32½	32½	40	42
3rd 6 months	35	35	42	45
4th 6 months	37½	37½	45	47
Car cleaners, sweepers, stove tenders, etc	32½	32½	33	35

The above schedule to be treated as beginning on 15th August, 1918, and continuing until 31st August, 1919, the necessary additions to be made to the Company's payroll for second half of August and the month of September, 1918.

(Sgd.) ISAAC CAMPBELL.

(Sgd.) ERNEST ROBINSON.

(Sgd.) J. G. SULLIVAN

AGREEMENT.

This agreement made and entered into this .... day of ....., 1918, by and between the Winnipeg Electric Railway and the employees hereinafter mentioned.

SECTION No. 1.

That each party to this agreement herein made agrees and consents to the following rules and regulations which shall govern the mutual relations of the parties hereto mentioned.

SECTION No. 2.

Hours of Work—Shops and Car Barns:

(a) For men employed in Main Street shops and in Fort Rouge shops, nine hours work between the hours of 7k. and 17k., with one hour off for dinner between the hours of 12k. and 13k., shall constitute a day's work. On Saturdays during the months of June, July and August, five hours work between the hours of 7k. and 12k. shall constitute a day's work. All time worked over nine hours per day, except during the months of June, July and August, when five hours shall constitute a day's work on Saturdays, shall be considered overtime and shall be paid for at the rate of time and a half. All time worked over five hours on Saturdays during the months of June, July and August shall be considered overtime and shall be paid for at the rate of time and a half.

(b) For car maintenance men, which includes painters, carpenters, controllermen, airbrake men, pitmen, and car cleaners, nine hours work between the hours of 7k. and 17k., with one hour off for dinner between the hours of 12k. and 13k., shall constitute a day's work, except that two men from the car maintenance force shall be required to work on watch from 17k. to 19k. when necessary for emergency. These two men required to work between 17k. and 19k. will commence work two hours later in the morning. On Saturdays, during the months of June, July and August, all men not absolutely necessary to maintain equipment shall be worked only five hours, which shall be between the hours of 7k. and 12 noon. All time worked in excess of nine hours per day, or 54 hours per week, by car maintenance men, shall be considered overtime and shall be paid for at the rate of time and a half.

(c) For night men nine hours shall constitute a night's work, with one hour off for lunch—the time of commencing work on night shifts shall be between the hours of 18k. and 20k. six nights, total 54 hours, shall constitute a week's work for night men in all car barns. All time worked over nine hours per night, or 54 hours per week, shall be considered overtime and shall be paid for at the rate of time and a half.

SECTION No. 3.

Hours of Work—Trackmen:

Ten hours, from 7k. to 18k., with one hour off for dinner, between 12 and 13k., shall constitute a day's work—60 hours shall be considered a week's work. All time worked over 10 hours per day shall be paid for at the rate of time and a half.

When men are assigned to regular night work, or to shift work, 10 hours shall be considered a day's work and be paid for at the regular rate of pay per hour with overtime rate of time and a half for all time worked in excess of 10 hours.

SECTION No. 4.

Pass Privileges:

Employees will enjoy the same privileges as regards passes over company lines as previously.

SECTION No. 5.

All grievances which may arise shall be given consideration as follows:

1. All complaints and grievances to be adjusted by the foreman in charge, if possible.

2. When such adjustment cannot be made between the foreman and the men directly interested, the matter will be taken up with the company direct by the committee representing the

men having the grievance, and they shall endeavour to reach a mutual understanding.

3. In the event an understanding cannot be reached by the company and the men involved, a committee of representatives from the different crafts employed by the company affected by this agreement will meet the company and try to bring about an adjustment of the grievance. It is distinctly understood by the parties hereto that in the meantime there will be no lockout on the part of the company or strikes on the part of the men.

SECTION No. 6.

No employee representing his fellow workmen will be discriminated against.

SECTION No. 7.

The following minimum wage shall prevail during the life of this agreement:

SECTION No. 8.

This agreement shall become operative and remain in effect until .....

Signed on behalf of the Employees:

.....

Signed on behalf of the Company:

.....

Report of Board in dispute between the National Manufacturing Company, Limited, Ottawa, and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the National Manufacturing Company, Limited, Ottawa, and certain of its employees, being members of the Munition Workers' Federal Labour Union, No. 56, concerning wages and union recognition. The Board was composed as follows: Mr. Hamnett P. Hill, Ottawa, chairman, appointed on the joint recommendation of the other two Board members, Messrs. Geo. F. Henderson, K.C., and Romeo R. Marcil, Ottawa, nominees of the company and employees respectively. The report was unanimous and was accompanied by a proposed schedule of wages and recommendations as to settlement of the dispute. Advice was received in the Department that the award was acceptable to the company.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of the dispute between the National Manufacturing Company, Limited, of Ottawa (employer) and its employees, being members of the Munition Workers Federal Labour Union, No. 56 (employees).

Hon. Thomas W. Crothers, K.C., M.P., Minister of Labour, Ottawa.

Dear Sir,—

The Board of Conciliation and Investigation in this matter have the honour to report as follows:

Immediately on our appointment we commenced a series of sittings with representatives of the employer and employees with a view to bringing about a conciliation between the parties.

The employer is engaged in the manufacture of 6″ shells under a contract with the Imperial Munitions Board. The members of the Munitions Federal Labour Union, No. 56, are machine operators or machine specialists working on what is known as piece work pay, and also labourers. We have made an investigation of the rates of wages paid unskilled labour in the city of Ottawa, and have also had the assistance of Mr. Peterson, of the Imperial Munitions Board, in formulating a scale of wages based on a piece work rate.

We regret that we were unable to bring about an agreement between the

parties hereto, but after our investigations and after considerable discussion between the members of the Board, we are pleased to be able to advise you that we are enabled to make a unanimous recommendation for the settlement of the dispute according to the merits and substantial justice of the case.

We would therefore recommend as follows:

1. That the following scale of wages should be paid for piece work:

No.	Operations.	Rate.
1.	Face bottom of bore	.03
2.	Cut off open end	.035
3.	Centring of R. C. drill	.02
4.	Rough turn or roughing	.09
5.	Rough bore }	.07
6.	Rough profile }	
7.	Finish bore	.10
	" " not requiring grinding	.12
8.	Bevel open end	.025
9.	Face open end	.02
10.	Cut off base end	.0425
11.	Base end grinding	.03
12.	Wall grinding	.0225
13.	Re-centre	.02
14.	Second rough turn	.035
15.	Nose press	.05
16.	Drill nose	.02
17.	Facing nose	.02
18.	Counterbore or reaming	.04
19.	Rough inside profile	.03
20.	Rough noses	.03
21.	Profile and fin. turn	.11
22.	" " " repairs	.04
23.	Finish inside profile	.05
24.	" " " repairs	.025
25.	Face base to weight	.03
26.	Wave and groove	.03
27.	Wave and groove repairs	.01
28.	Rough base recess	.0275
29.	Finish base recess	.04
30.	" " " repairs	.025
31.	Bevel fuse seat and recess	.02
32.	Threadmiller	.025
33.	Inside profile grinding	.03
34.	Rivetting base plates	.01
35.	Finish base ends	.0375
36.	" " " repairs	.01
37.	Turn copper bands	.0125
38.	Press copper bands	.01
39.	Reaming—final	.01
40.	Finish base plates	.02
41.	Putting on copper bands	.0065

2. That the unskilled labourers should be paid for day work at the rate of not less than 32½ cents an hour. This clause is not intended to affect boys under 18 years of age or girls of any age.

3. The company should continue to pay its inspectors at a wage of not less than is now being paid.

4. If delays occur for which employees themselves are not responsible and the delays continue for a period of one hour or longer in any day, and employees are asked by the foreman to remain in the plant, such employees should be paid at the day rate of 32½ cents per hour. If any employee is, however, asked by the foreman to work at some other occupation during the hour or portion thereof he should be paid for same at the rate of 32½ cents per hour.

5. The working day should consist of 10 hours. Holidays should mean Sundays, and New Year's Day, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day. Work on holidays should be paid for at the rate of time and one half for day work and regular schedule for piece work.

6. No employee should be prejudiced by reason of the fact that he is a member of the Munition Workers Federal Union, No. 56.

7. The company should recognize the principle that promotions in the shop should be based upon seniority and efficiency whenever practicable.

8. The Board are of opinion that the company should meet and treat with the properly accredited representatives of the men upon any question which may arise during the future.

9. The scale of wages as set forth herein should be considered to be in force from September 26, 1918, and remain in force for one year thereafter.

We have the honour to remain, Sir,

Your obedient servants,

(Sgd.) H. P. HILL,
Chairman.

(Sgd.) ROMEO R. MARCIL.

(Sgd.) G. F. HENDERSON.

Ottawa, October 22, 1918.

Report of Board in Dispute between the Canadian Express Company and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the Canadian Express Company and certain of its employees, being members of the Canadian Brotherhood of Railroad Employees, concerning alleged violation of the existing schedule and the dismissal of four employees. The Board was composed as follows: His Honour Judge R. Ruddy, Whitby, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. F. H. McGuigan and J. G. O'Donoghue, Toronto, nominees of the company and employees respectively. The award was unanimous, and was accompanied by advice to the effect that most of the matters in dispute had been amicably adjusted.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the Canadian Express Company and certain of its employees, being members of the Canadian Brotherhood of Railroad Employees.

To the Honourable T. W. Crothers, K.C., Minister of Labour, Ottawa.

The Board of Conciliation appointed by you to investigate this dispute met in Toronto on October 1, 10, 11, 18 and 19, and in Montreal October 16, and were attended by Mr. M. J. Dundass, the officer for the Canadian Brotherhood of Railroad Employees, representing the said Brotherhood and the men. Mr. E. Allen, superintendent of the Canadian Express Company, and Mr. W. E. Norman, assistant superintendent, represented the company at Toronto, and Mr. A. J. Seaton, superintendent of the company, and Mr. Victor Bell, represented the company at Montreal. Mr. G. W. Hickey, the company's agent at Hamilton, was present for the company in connection with the cases from that city, and Mr. James Overend, the company's agent at London, was present in the interests of the company in the cases from London. Besides the following witnesses gave evidence: Arthur Corsant, a constable at London; J. Caniff, Manser Bowers, B. Hammond, Thomas Turner, J. H. McGill, S. Sicord and L. Wright.

The dispute was as to whether the company had, in violation of the schedule, discharged certain of its employees from the services of the company. The interpretation of certain articles of the schedule and rules in effect between the company and the men was also in dispute. Every opportunity and effort were made by the Board to have the matters in dispute amicably settled by the parties, but owing to the nature of some of the charges it was seen to be impossible for amicable adjustment, and the Board proceeded to take the evidence. Each case was then taken up by the Board and considerable evidence was adduced by both parties.

The following cases were inquired into:

Messrs. McGill and Turner were discharged at Hamilton. The majority of the Board are of the opinion that the company was justified in dismissing them because of the circumstances surrounding the case and as a lesson to all parties concerned and in the interests of discipline. Mr. O'Donoghue, in view of the salutary lesson taught and the length of service and general calibre of the men involved, is of the opinion that the company's interests would not suffer by the re-employment of the men.

Hammond was dismissed at London. While not agreeing that all the charges against Hammond were proved, sufficient was shown to justify the company's action.

The other cases in dispute have been amicably arranged and need no further reference.

The Board desires to express its appreciation of the fairness displayed by all parties concerned, as well as of the conciliatory spirit shown by the company, while at the same time endeavouring to maintain necessary discipline. The men were not less considerate and the Board feels that relations hereafter between all parties will be of a satisfactory character.

All of which is respectfully submitted.

Dated at Toronto, this nineteenth day of October, A.D. 1918.

(Sgd.) R. RUDDY,
Chairman.

(Sgd.) F. H. McGUIGAN,
Member.

(Sgd.) J. G. O'DONOGHUE,
Member.

Report of Board in Dispute between the Winnipeg Electric Railway Company and its motormen, conductors, etc.

A REPORT was received from the Board established to deal with the dispute between the Winnipeg Electric Railway Company and certain of its employees, being members of Winnipeg Division No. 99, Amalgamated Association of Street and Electric Railway Employees of America, concerning wages. The Board was composed as follows: the Honourable Mr. Chief Justice Mathers, Winnipeg, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. Isaac Pitblado, K.C., and Robt. S. Ward, Winnipeg, nominees of the company and employees respectively. The award was unanimous, and contained certain recommendations regarding additions to be made to the present existing agreement. The award was accepted by both the company and the employees.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Winnipeg Electric Railway Company, employer, and certain of its employees, being members of Winnipeg Division No. 99, Amalgamated Association of Street and Electric Railway Employees of America, employees.

To the
Hon. Thomas W. Crothers, K.C.,
Minister of Labour, Ottawa.

Sir,—

The undersigned, members of a Board of Conciliation and Investigation established on the eighteenth day of September, 1918, under the provisions of the above mentioned Act, relative to the differences above stated, have the honour to report as follows:

The Board held its first meeting on September 26, A.D. 1918, and thereafter held meetings in the course of the enquiry and negotiations on September 27 and 30, and October 1, 2, 3, 4, 7, 8, 9, 10 and 11.

The company was represented by Mr. A. W. McLimont, general manager; Mr. F. Butler, general superintendent, and Mr. Lawrence Palk, assistant general manager of the company, and the employees were represented by Mr. M. Sinclair, member of the general executive board of the Amalgamated Association of Street and Electric Railway Em-

ployees of America; Mr. Alfred Scoble, secretary and business agent of Winnipeg Division No. 99, and Mr. Alexander Gannack, president of Winnipeg Division No. 99.

Upon opening of the enquiry it appeared that the matter in dispute was a demand by the motormen and conductors employed by the company for a large increase in rates of pay and the number of employees affected is about 950. It further appeared that a Conciliation Board appointed under the said Act inquired into the rates of pay and working conditions of these same employees during the month of May, 1917, and that as a result of said investigation an agreement, terminable on the first May, 1918, was arrived at establishing the following rates of pay:

For the first six months, 28c per hour;
For the second six months, 30c per hour;
For the second year, 31c per hour;
For the third year, 33c per hour; and thereafter, 36c per hour.

On the eighteenth February, 1918, a new agreement was entered into between the company and its motormen and conductors, to take effect on the first of May, 1918. This latter agreement was signed on behalf of the company by Mr. McLimont, general manager, and on behalf of the motormen and conductors by Mr. A. Gannack, T. H. Cheadle, C. A. Tanner and A. Scoble, and contained the following clause:

"Witnesseth, that in the event of competition to our street railway service as supplied by jitneys being abolished at the expiration of their license year, March 31, 1918, that on and after the first May, 1918, the following wage schedule shall take effect, continue in force and be binding upon the company and the motormen and conductors from May, 1, 1918, to May 1, 1919, and thereafter from year to year until changed by the parties hereto. Either party desiring to change this agreement on May 1, 1919, or any subsequent year, shall notify the other party in writing of a desire to change at least 30 days before such date."

The new rates of pay provided were as follows:

For the first six months, 30c per hour;
For the second six months, 32c per hour;
For the second year, 33c per hour;
For the third year, 35c per hour; and for the fourth and succeeding years of continuous service with the company, 39c per hour.

The jitney competition was eliminated, and the new rates went into effect on May 1, 1918, and have been paid since that date.

Notwithstanding said agreement, on August 26, 1918, the motormen and conductors, through their secretary and business agent, Mr. Scoble, wrote the company's manager a letter asking that on and after September 15 the following rates of pay be granted:

For the first three months, 47c per hour;
For the next nine months, 55c per hour;
and thereafter, 60c per hour; and overtime to be paid at the rate of time and a half.

The letter informed the manager of the company that the unanimous conviction of the members of the union expressed at a mass meeting was that it was out of the question for the men to attempt to face another winter under prevailing conditions; that the only way out of the desperate situation in which they found themselves was an increase of wages, and that for that reason they had decided to ask the management to put the new scale into effect. It was further stated that the members had not overlooked the fact that an agreement existed between them and the company, which did not expire until April 30 next.

On August 29 the general manager of the company replied, refusing to accede to the men's request, and giving the following as his reasons:

(1) That there existed an agreement governing the rates of wages, which does not expire until April 30 next.

(2) That the rates of wages asked are entirely exorbitant and far exceed the rates of pay received by men in similar employment and under similar conditions.

(3) That to accede to the demands would be putting the company into immediate insolvency.

On September 3 the men applied for a Conciliation Board, which application was acted upon by the Minister on September 18, appointing the present Board.

The first question which confronted the Board was the existence of the agreement before referred to. It was felt that no countenance could be given to the idea that employees were at liberty to disregard their solemn engagements, and that where an agreement had been entered into, no Board had the right to say that either party should be absolved from its binding effect however much the conditions may have changed since it was entered into, or either party desired to have it changed.

It was pointed out to the representatives of the men that both their initial letter to the company's manager and the letter to the registrar of the department, applying for a Board, contained an intimation that they would disregard their agreement if their requests were not granted.

Mr. Sinclair, on behalf of the men, disclaimed any right to break their agreement. He asserted that the men held themselves bound by the terms of their agreement and that all they meant by their application for a Conciliation Board and all they now asked was an opportunity of showing that, owing to the rapid advance in the cost of living, the present scale of wages was inadequate to supply them with a reasonable living, and that the company ought to substitute for the present rates whatever rates this Board should decide to be fair and reasonable.

The attitude of the company's manager was that the men were bound by the agreement entered into, but as the Minister had so far acceded to the request of the men as to grant a Conciliation Board, he felt it to be the company's duty to lay its case before the Board.

The demands of the men are based solely upon the inadequacy of the present rate of wages, owing to the high cost of living.

In support of their demands the men presented to the Board very full and carefully prepared statements showing the Winnipeg prices of the various necessaries of life and the great increase which had taken place in such prices in recent years.

On behalf of the company it was pointed out that the present rate of wages paid to motormen and conductors by the company is higher than that paid by any other street railway company in Canada, with the exception of Windsor, Ottawa and Vancouver. The rates paid in other cities are as follows:

	Junior.	Senior.
Montreal	31c	37c
Toronto	30c	37c
Hamilton	30c	37c
Port Arthur	30c	36c
Fort William	30c	36c
Hull	29c	36c
London	30c	35c
Windsor	36c	41c
St. John, N.B.	30c	36c
Ottawa	35c	39c
Halifax		32½c
Vancouver	40c	51c

In the case of Ottawa the rates were established by the unanimous decision of the Labour Appeal Board rendered August 23, last, and the St. John rates by the majority report of a Conciliation Board dated August 6, last, concurred in by the chairman and the labour representative, the nominee of the company vigorously dissenting.

In each of these cases the employees were represented by Mr. Sinclair, and the evidence as to the cost of living adduced before these boards was of the same general character as that presented to us.

The above mentioned rates of pay have in the great majority of cases been established within the past four months either by the award of a Conciliation Board or the agreement of the parties, and it will be noted that with respect to all of them, except in the cases of Windsor and Vancouver, which were affected by exceptional local conditions, the rates are (except in the case of Ottawa) lower than those at present in force in Winnipeg.

It appears by the evidence before us that the company has paid no dividend to its shareholders since December, 1915, and at the present time, notwithstanding the elimination of the jitney competition, the operating expenses and fixed charges of the railway exceed by several thousand dollars per month the railway's actual earnings, and that there is no source of revenue from which increased wages can be paid.

The company also furnished us with evidence of the general rate of wages paid in other occupations in the city, and, as to the increased cost of living, relied upon the tabulated statement prepared by the Department of Labour published from time to time in the LABOUR GAZETTE, and also a statement furnished by the Department of Labour as to the increased cost of living in the city of Winnipeg.

The employees claim that, although the present scale of wages was arrived at by agreement in 1918, the then existence of the jitney competition was a matter considered by them, and that they were induced to enter into the agreement because they believed it was the best they could do under the circumstances, and they claimed the right to go back to 1913 and take into consideration the enhanced cost of living since that time.

The representatives of the company, on the other hand, contended that if the 1918 agreement is to be ignored, the starting point for any readjustment of wages should go no further back than the date of the 1917 agreement, and that all the men ought to receive by way of increased wages would be sufficient to take care of the increased cost of living since that date.

The Board has carefully considered the 1918 agreement and the increased cost of living since its date; the 1917 agreement, and the increased cost of living since its date, and the increased cost of living from 1913 to 1918, and has taken account of all these factors in the recommendation hereinafter contained.

Further, it appears that in the case of Ottawa street railway men, the Labour Appeal Board was of opinion that an increase of 9 cents per hour over the rates existing there in 1916 would be sufficient to take care of the increased cost of living, the resulting scale of wages being: junior men, 35c per hour, and senior men, 39c per hour.

The cost of living in the city of Ottawa, according to the Labour Department statistics, is about 3 per cent less than the cost of living in Winnipeg. Formerly there was a much larger difference in the cost of living between Ottawa and Winnipeg, so that the percentage of increase has been greater in Ottawa than in Winnipeg.

The Ottawa street railway employees received an increase of 3c per hour in 1916, whereas from 1913 to 1916 the Winnipeg street railway men received no advance. In order, therefore, to place the Winnipeg employees upon a level in so far as increases in wages are concerned with those in Ottawa it would be necessary to add 12c per hour to the wages paid in Winnipeg in 1916.

These wages were:

For the first six months, 25c per hour;
For the second six months, 27c per hour;
For the second year, 28c per hour;
For the third year, 31c per hour;
For the fourth year and after, 34c per hour.

If 12c per hour is added to this scale, the result would be 37c, 39c, 40c, 43c and 46c.

In awarding 9c per hour to the Ottawa employees, the Labour Appeal Board had this to say:

"The Board is of opinion . . . Having regard to the increased cost of all commodities, while making allowance for the economies now practised by all as well as for the substitution of cheaper commodities, that conditions would be fairly met as regards the men by granting increases as follows: (a) motormen and conductors, an increase of 9c per hour over existing rates."

We have carefully considered the whole situation and have spent several days since the hearing of the parties was concluded in anxious and earnest deliberation with a view of arriving at something upon which we could all agree and at the same time be fair to both the company and the men. Notwithstanding that with its present revenue the company is unable to pay even the present rate of wages, we think its employees should be paid fair living wages and that increase of revenue must be sought for to enable the company to perform this duty towards its employees.

In addition to asking for increased wages the men asked that the period to elapse before the maximum wage is obtainable be reduced. We think that some concession in this regard ought to be granted by the company.

Upon a review of the whole situation our recommendation is that the company put into effect on and from the first day of October instant the following scale of wages:

For the first six months, 39c per hour;

For the second six months, 41c per hour;

For the second year, 44c per hour;

For the third and succeeding years of continuous service in the employ of the company, 47c per hour.

The men also asked that they be paid at time and a half for overtime. We think this is reasonable and should be consented to by the company.

We recognize the fact that in order that the company may be able to pay these increased wages an increased revenue must be obtained.

In Bulletin No. 26, issued by the American Electric Railway Association War Board, dated August 1, 1918, there is this statement:

"With respect to the relation of the wage increases granted to-day to the financial conditions of the companies concerned, the arbitrators made the following statement and recommendations in each case: 'This increase in wages will add substantially to the operating costs of the company and will require a reconsideration by the proper regulating authority of the fares which the company is allowed by law to collect from its passengers.' This is not a question turning on the history of the relations between the local street railways and the municipalities in which they operate. The just claim for an increase in fares does not rest upon any right to a dividend upon capital long invested in the enterprise. The increase in fare must be given because of the immediate pressure for money receipts now to keep the street railroads running so that they may meet the local and national demand for their services. Over-capitalization, corrupt methods, exorbitant dividends in the past are not relevant to the question of policy in the present exigency. In justice the public should pay an adequate war compensation for a service which cannot be rendered except for war prices. The credit of these companies in floating bonds is gone. Their ability to borrow on short notes is most limited. In the face of added expenses, which this and other awards of needed and fair compensation to their employees will involve, such credit will completely disappear. Bankruptcy, receiverships and demoralization, with failure of service, must be the result. Hence our urgent recommendation on this head."

We adopt the above quoted extract as our own. The present financial situation of the Winnipeg Street Railway Company is not different from that of a great many other street railway companies in the United States and Canada.

With respect to the duration of the

present agreement, we would recommend that some such provision as is embodied in the report of a Conciliation Board between the Canadian Northern Express Company and its employees, published in the September number of the LABOUR GAZETTE, should be adopted. and for the reasons stated in that report. We therefore commend to the favourable consideration of the parties the following as an addition to their existing agreement:

"That the new rates of pay shall continue in force until terminated by a 30-day notice by either party after the conclusion of peace between Great Britain and her present enemy nations, and that until that time there shall be no strike of employees and no lockout by the employer; provided, that there shall be a revision of the wage scale at the expiration of every six months hereafter if it appears that since the last revision of wages there has been a general increase in the cost of living of 10 per cent or more, in which case an increase of wages shall be granted sufficient to absorb such increased cost of living. The cost of living statistics tabulated by the Department of Labour and published in the LABOUR GAZETTE after the expiration of such six-monthly period shall be accepted as conclusive as to the fact of such increase, if any, and the extent thereof. Provided, further, that should any dispute take place as to the interpretation of the existing rules and regulations or as to the right of any employee or employees to an increase or the amount thereof, in accordance herewith, or as to carrying out the existing rules, the parties agree to refer the same to the Labour Appeal Board, or to a Conciliation Board appointed under the Industrial Disputes Investigation Act, 1907, if the employees prefer the decision of such latter Board. In the event of an application being made for a Board under the said Act, the application may be made by either party, and in such application it shall not be necessary to make the statements required by subsection 1 (b) of section 15 of the said Act, as amended."

All of which is respectfully submitted, this eleventh day of October, 1918.

(Sgd.) T. G. MATHERS,
Chairman.

(Sgd.) R. S. WARD,
Member of Board.

(Sgd.) ISAAC PITBLADO,
Member of Board.

Report of Board in Dispute between the Bell Telephone Company of Canada, Limited, Toronto, and its operators, clerks, messengers, etc.

A REPORT was received from the Board established to deal with the dispute between the Bell Telephone Company of Canada, Limited, Toronto, and certain of its employees, being operators, clerks, messengers, etc., members of Local Union No. 83-A, International Brotherhood of Electrical Workers, concerning wages and working conditions. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. E. H. Ambrose, Hamilton, and Fred. Bancroft, Toronto, nominees of the company and employees respectively. The award was unanimous and was accompanied by a memorandum of agreement signed by both parties to the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Bell Telephone Company of Canada, Limited, em-

ployer, and certain of its employees, being operators, clerks, messengers, etc., members of Local Union No. 83-A, International Brotherhood of Electrical Workers, employees.

The Honourable
T. W. Crothers, K.C., M.P.,
Minister of Labour, Ottawa.

Sir,—

The Board of Conciliation established by you herein has the honour to report as follows:

On Wednesday, the second day of October inst., the Board met pursuant to appointment in Judge Winchester's Chambers, in the City Hall in Toronto, and all the members were present. The representatives of the employer and of the employees were in attendance at the first and at all subsequent sittings.

Sittings were held on October 2, 3, 4, 5 and 7, 1918, at all of which each member of the Board attended.

By continued effort one disputed point after another was amicably adjusted, until finally a complete schedule of rules, regulations and rate of wages was framed and agreed to. Your Board has therefore pleasure in reporting an agreement between the employer and employees on all matters, which agreement has been reduced in writing and signed by the parties, and is returned to your department herewith.

All of which we have the honour to respectfully submit.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) E. H. AMBROSE,
For Employer.

(Sgd.) FRED. BANCROFT,
For Employees.

Hamilton, October 7, 1918.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Bell Telephone Company of Canada, Limited, employer, and certain of its employees, being operators, clerks, messengers, etc., members of Local Union No. 83-A, International Brotherhood of Electrical Workers, employees.

Articles of agreement as to rules and regulations and rate of wages entered into between the employer and the employees in Toronto.

All Exchanges in Toronto.

ARTICLE 1.

1. An operator who has left the service of the employer in Toronto and returns to such service within six months thereafter shall receive the scale of wages contained in this schedule according to the length of such previous service.

An experienced operator from another company shall be given credit as to wages for such previous experience as she has had on similar equipment and operating methods, provided her absence from such previous experience is not longer than six months.

2. Promotion in all departments shall be made according to seniority with efficiency. (Present practice.)

3. Long distance messengers, when vacancies arise, may be promoted to long distance work provided they are at least 16 years of age. (Present practice.)

4. When an operator declines promotion, she may be allowed to retain her position, but shall forfeit her seniority to the one promoted and the operator next in line be given the promotion. (Present practice.)

ARTICLE 2.

Clause 1.—All operators with one year's experience or over with the employer shall receive two weeks' holidays with pay for each year's serice with the employer, and in case of leaving the service before receiving holidays to which she is entitled under this rule she shall receive equivalent pay in lieu thereof. Senior operators in all departments shall, as far as practicable, be given preference in fixing dates for holidays.

2. Operators may, with the consent of the superintendent of service, be permitted to exchange holiday periods. (Present practice.)

3. Operators desiring Saturday afternoon off shall, with the consent of the chief operator, be permitted to take it without pay. (Present practice.)

4. Operators shall have every third Saturday afternoon off with pay in so far as the necessities of the employer's service will permit, and in such cases where Saturday afternoon cannot be given, the afternoon of another day shall be given in lieu thereof.

ARTICLE 3.

Clause 1.—No operator shall work more than six days in any one week. Overtime work and

work on Sundays shall be paid for at the rate of time and one-half. (Present practice.)

All work done on holidays shall be paid for at the rate of double time. Holidays are New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, and Christmas Day.

ARTICLE 4.

Where an employee has a dispute with, or an alleged grievance against, the employer or any person placed in authority over her, she shall have the right to be accompanied by a committee chosen for the purpose by and from among her fellow employees who are members of her union, and with them bring the dispute or grievance promptly before the traffic superintendent and other proper higher officer or officers of the employer, if necessary, for consideration and adjustment. In all such cases if she has been dismissed and the parties to the conference agree that the facts do not justify the dismissal, she shall be forthwith reinstated and paid full wages for the time lost.

ARTICLE 5.

Clause 1.—Employees who are members of the I.B.E.W. will not be discriminated against by the employer's officials for such affiliation.

2. The rates of pay agreed on are minimum rates and shall not be construed to reduce the rate af pay of any employee now receiving a higher rate unless where changing from a higher paid to a lower paid position.

3. Duly elected delegates to a general convention of a union shall be granted leave of absence without pay for a reasonable period not exceeding four weeks, for the purpose of attending such convention, without loss of standing, provided the number of delegates shall not exceed three at any one period.

ARTICLE 6.

Clause 1.—The schedule of wages as herein contained shall take effect as of September 1, 1918, as to present employees.

ARTICLE 7.

Clause 1.—Eight hours shall constitute a day's work for day operators and they shall be given 30 minutes relief each shift. (Present practice.)

2. No operators shall work more than two hours without a relief, except in a case of emergency.

3. Night operators shall be allowed not less than two hours' rest in any night shift, and not less than three hours on Saturday night shift, except in a case of absolute necessity. On Sunday morning no day operator shall be required to be on duty before 8 a.m., and night operators shall not be required to report before 10 p.m. on Sunday.

4. Time worked in excess of the regular hours at present in practice or as fixed elsewhere herein shall be overtime.

ARTICLE 8.

Clause 1.—Pay envelopes shall be issued to the employees not later than the fifth and twentieth of each month at 4 p.m.

Employees shall receive their pay envelopes at the Exchange where they work, on pay day.

ARTICLE 9.

All local Long Distance and Information operators shall be paid the following rates according to length of service, and if an operator is transferred from one classification to another she shall have the benefit of her length of service and its corresponding rate of pay in the classification to which she goes.

LOCAL.

	Day.	Evening.	Night.	
At start, one month (including school time)	$10.00	$11.00	$12.00	per week.
End of 1 month	11.00	11.00	12.00	"
End of 3 months	11.00	11.50	12.50	"
End of 6 months	11.00	12.00	13.00	"
End of 12 months	11.50	12.50	13.50	"
End of 18 months	12.00	13.00	14.00	"
End of 24 months	13.00	14.00	15.00	"
End of 36 months	14.00	15.00	16.00	"
End of 48 months	15.00	16.00	17.00	"

LONG DISTANCE AND INFORMATION.

	Day.	Evening.	Night.	
*At start, one month (including school)	$10.00	$11.00	$12.00	per week.
End of 3 months	11.00	11.50	12.50	"
End of 6 months	11.00	12.00	13.00	"
End of 12 months	12.00	13.00	14.00	"
End of 18 months	13.00	14.00	15.00	"
End of 24 months	14.00	15.00	16.00	"
End of 36 months	15.00	16.00	17.00	"
End of 48 months	16.00	17.00	18.00	"
*End of 1 month	11.00	11.00	12.00	"

2. Wages per week for Long Distance messengers shall be $8.00 for day work and $9.00 for evening work, with an increase of 50 cents per week at the end of first six months.

ARTICLE 10.

Clause 1.—In case of an operator being sent to another Exchange or P.B.X., the change will be made without loss of time to the operator and she shall receive her car fare.

2. All operators working on Private Branch Exchanges in the city which are operated by the employer shall be classified as Exchange operators of the Long Distance grade of pay.

3. Day operators wishing to change time of shifts should be allowed to do so according to seniority.

Dated at Toronto, this fifth day of October, 1918.

(Sgd.) K. J. DUNSTAN,
(Sgd.) H. E. SCOTT,
For the Employer.
(Sgd.) MISS LAURA POWELL,
Pres. Local Union 83-A,
(Sgd.) MISS MARY FRENCH,
Vice-Pres. Local Union 83-A,
For the Employees.

Report of Board in Dispute between the John Inglis Company, Polson Iron Works, Canadian Allis-Chalmers Company, and their boilermakers, iron shipbuilders and helpers

A REPORT was received from the Board established to deal with the dispute between the John Inglis Company, Polson Iron Works, and the Canadian Allis-Chalmers Company, and certain of their employees, being members of the Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of Canada, Local No. 1, concerning wages. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed on the joint recommendation of the other two Board members, Messrs. James G. Merrick and James Higgins, Toronto, nominees of the company and employees respectively. The employers were members of the Employers' Association of Toronto, and the secretary of that body, Mr. Merrick, was also authorized to speak for the employers concerned. The award, which was signed by the chairman and Mr. Merrick, was accompanied by a schedule of wages, rules and regulations. The portion as to rules and regulations was concurred in by all the Board, but Mr. Higgins did not agree as to the rate of increased wages recommended and presented a minority report. Word was later received in the Department that the award had been accepted by the employees.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the John Inglis Company, Polson Iron Works, Canadian Allis-Chalmers Company, employers, and certain of their employees, being members of the Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of Canada, Local No. 1, employees.

To the Honourable
T. W. Crothers, K.C., M.P.,
Minister of Labour, Ottawa.

Sir,—

The Board of Conciliation herein has the honour to report as follows:

On Tuesday morning, October 8, 1918, the Board established by you herein, consisting of James G. Merrick, James Higgins, and Colin G. Snider, met, pursuant to appointment, at No. 4 Queen street East, in Toronto, all members being present. The members of the Board were duly sworn and sittings of the Board were held on Tuesday, Wednesday and Thursday, October 8, 9, and 10, instant. All the members of the Board and representatives of the employers and of the employees attended each of the sittings.

Every effort that appeared to have a chance of success was made by the Board to induce and assist the parties to agree, and, after full discussion of each item, the shop rules and regulations returned herewith were agreed upon by the employers and employees, but they were unable to agree as to an increase in wages. After the parties announced that no agreement on wages could be come to at their final conference, the Board took this matter under consideration and recommend for acceptance by the employers and employees the increases set out in the schedule returned herewith as clause No. 23 of such schedule as being in the opinion of the Board just and fair according to the facts and arguments submitted and having regard to the conditions prevailing and likely to continue during the period for which our recommended rate of wages would apply, according to rule No. 21, if accepted by the parties.

This recommendation by the Board is concurred in by all the Board as to the schedule of shop rules and regulations, not including clause No. 23 dealing with rate of wages.

James Higgins, acting for the employees on the Board, does not agree to the rate of increase in wages recommended, as this increase is not in his opinion enough. He will send in a Minority Report on the question of increase in wages. James G. Merrick, acting for the employers, and Colin G. Snider, the chairman, concur in recommending the whole schedule, including the increase in wages recommended in clause No. 23 of the schedule.

All of which we have the honour to report.

Toronto, October 10, 1918.

(Sgd.) Colin G. Snider,
Chairman.

(Sgd.) James Higgins,
Appointed by Employees.

(Sgd.) James G. Merrick,
Appointed by Employers.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the John Inglis Company, Polson Iron Works, Canadian Allis-Chalmers Company, employers, and certain of their employees, being members of the Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of Canada, Local No. 1, employees.

SCHEDULE.

1. Boilermaker's work covered by this agreement is as follows: laying out, flanging, patching, rivetting, chipping, caulking, rolling, punching and shearing, bracing, testing, patch bolts, all tube work, or cutting apart or fitting any part of steam, air or water-tight work; the building or fitting up of any sheet iron or steel work made out of No. 16 gauge iron or steel or upwards, also oxy-weld and cutting.

2. A machine hand's work shall be working on a machine drill, air motor drill, plate planer, and a machine cutting and threading stay bolts.

3. As far as possible no mechanic shall be compelled to work with unskilled or insufficient help.

4. That the manufacturers supply safety first glasses to all men that need them, and supply individual lockers.

5. A day's work shall be nine hours a day, commencing at 7 a.m. and ceasing at 5 p.m.; Saturdays from 7 a.m. till 12 o'clock noon.

6. Night gangs—5 nights shall constitute a week's work (from Monday night till Friday night inclusive); work to commence at 6 p.m. and cease at 6 a.m., and shall be paid at the rate of 14 hours per night, with half-hour for lunch, and double time for all overtime. Every man shall have 24 hours' notice before changing from one shift to another.

7. Men working days and required to work all night shall be allowed a reasonable time to go home, and shall be paid overtime for the same.

8. All overtime in the shops shall be paid at the rate of time and a half from 5 p.m. till 12 midnight, and double time after 12. Overtime not to be compulsory, but shall be optional with the men.

9. Nine hours shall constitute a day's work on all new work outside of shop in the city, with 10 per cent added; overtime shall be time and a half from 5 p.m. till 12 midnight, and double time after midnight. New work outside of city shall be paid at the same rate as in the city, with all expenses paid.

10. All repair work done in the shop, or on the premises, or outside of shop but in the city, shall be paid at the rate of 10 per cent over and above rate of wages, and double for all overtime.

11. All repair work outside of city shall be paid at the rate of 10 per cent over and above the shop rate of wages, and double time for all overtime, and nine hours shall constitute a

day's work. This is contract or day work, with all expenses paid.

12. All holidays and Sundays shall be paid at the rate of double time. Saturday afternoons, time and one half till 5 p.m., and double time after 5 p.m. Holidays are: New Year's, Good Friday, Victoria Day, Dominion Day, Labour Day, Civic Holiday, Thanksgiving Day, Christmas.

13. Apprentices shall serve the term of four years, and must be between the ages of 16 and 20. At the end of the term of four years they shall receive boilermakers' wages. There shall be one apprentice for the shop and one for every five mechanics employed, and they shall be given an opportunity to learn all branches of the trade and not kept on one class of work more than six months. All apprentices shall be bound.

14. Improvers can be taken from the ranks of the helpers on the recommendation of the shop foreman and shop committee, provided they have served two years as boilermakers' helpers, and they shall receive an increase every six months till the end of their term of an additional two years.

15. All stay-bolt hand rivetting shall be done by two boilermakers and holder-on to a gang.

16. All caulking done with a long-stroke pneumatic hammer shall be done by two boilermakers.

17. All double-long-stroke pneumatic hammer work shall be done by two boilermakers.

18. Any person or persons governed by this agreement having a grievance will first make a personal effort to adjust same with foreman. Failing in this, it will be turned over to the shop committee, who will in turn first confer with the foreman, and finally with the manager, if necessary, to adjust it satisfactorily.

19. If, upon investigation, an employee governed by this contract has been discharged unjustly, he shall be reinstated and paid for all lost time.

20. Business agents representing local unions shall be permitted to enter shops during noon-hour, but must promptly leave works upon expiration of same.

21. This agreement is to continue in force for one year from the date on which it comes into effect, subject only to a reconsideration of the rate of wages at the end of six months if the cost of living shown by the LABOUR GAZETTE has materially altered in the meantime. Thirty days' notice is to be given for any desired change.

22. In case of any dispute or difficulty arising in the shop, there shall be no cessation of work until every effort of adjustment has been exhausted.

23. Each boilermaker is to receive 3½c increase on the rate of wages he is being paid on October 10, 1918, such increase to take effect as of September 15, 1918. Each boilermaker's helper and each machine-hand is to receive 3 cents increase on the rate of wages he is receiving on October 10, 1918, such increase to take effect from September 15, 1918.

Dated at Toronto, this tenth day of October, A.D. 1918.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) JAMES G. MERRICK,
For the Employers.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the employers of the John Inglis Company, Polson's Iron Works, and the Canadian Allis-Chalmers Company, all of the city of Toronto, and their employees, namely, the boilermakers, machine hands and helpers, members of the Canadian Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of Canada, Local No. 1, Toronto.

To the Honourable
Thomas W. Crothers, K.C.,
Minister of Labour, Ottawa.

Dear Sir,—

Pursuant to your appointment, dated September 27, A.D. 1918, the Board of Conciliation, to which the above dispute was referred, proceeded with the hearing of the parties involved in the city of Toronto on October 8, and concluded on October 10, 1918. The employers were represented by the following gentlemen, namely, Mr. Bate, of the Canadian Allis-Chalmers Company, Mr. Inglis, of the John Inglis Company, and Messrs. Millar and Taylor, of the Polson Iron Works Company. Representatives of the employees were: Messrs. Bray, Outhwaite, and Kingdon. Efforts to bring about a settlement by conciliation met with a fair amount of success. The different matters pertaining to the schedule were adjusted to the satisfaction of both parties concerned and the Board concurred with the same. The majority report, which I am sorry I could not agree to with the other members of the Board, consists of clauses 22 and 23 in

the schedule submitted to you *re* the question of increase in wages. The representatives of the employees asked for an increase of 10 cents per hour above the present rate of wages for boilermakers, machine hands and helpers, their contention being that the boilermakers, machine hands and helpers working in other shops, namely, railroad shops and shipyards, were receiving a larger wage than the employees of the above firms, and having always received a larger wage than the employees of the railroad shops and yards, they contend that they will not work for any less. The employees claim that their work is more strenuous and subjects them to deafness, and therefore they cannot follow up their work to the age limit of other trades. The employees agreed to take a lower increase than their original request, namely, all boilermakers receiving less than 62½c per hour to be granted an increase of 7½c per hour above the present rate of wages, and all boilermakers receiving over 62½c per hour be granted 5c per hour above present rate of wages; all machine hands and helpers to receive 7½c per hour above present rate of wages. Representatives of the employers would not consider the request, and, again, the employees proposed that they be granted an increase of 5c per hour above the present rate of wages, and another 5c on January 1, 1919, which was rejected by the employers.

The employers offered a 5 cent increase all round, with the proviso that any man who had received an increase since March 1, 1918, said increase be deducted from the said 5 cents they offer now.

In my opinion I cannot see why such a small offer should be accepted, as the employees of the above firms are not receiving the wages in proportion that other corporations are paying.

In my humble opinion, that in fairness to the employees who are all engaged on marine work of great importance, they should receive the same considerations that are given to others of the same trade who follow the same occupation.

Respectfully submitted,

(Sgd.) Jas. Higgins,
Representative for the Employees.

October 11, 1918.

Report of Board in Dispute between the Nicholson File Company, Port Hope, Ont., and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the Nicholson File Company, Port Hope, Ont., and certain of its employees, being file workers, concerning wages, union recognition, and working conditions. The Board was composed as follows: His Honour Judge R. Ruddy, Whitby, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. A. E. Pipher and Chas. M. McElroy, Port Hope, nominees of the company and employees respectively. The award included a proposed schedule of wages and certain recommendations as to the settlement of the dispute. Advice was received in the Department that the award was acceptable to the company.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Nicholson File Company, of Port Hope, Ont., employer, and its employees, being members of File Workers' Federal Labour Union, No. 54, employees.

To the Honourable T. W. Crothers, K.C., Minister of Labour.

The Board of Conciliation and Investigation appointed by you to investigate this dispute met at the town of Port

Hope on October 22, 23, and 24, and were attended by Mr. H. W. Harper, Mr. L. Taylor, and Mr. A. Rowe, representing the men. Mr. E. M. Thurber and Mr. F. H. Briden, manager and superintendent, respectively, of the company at Port Hope, represented the employers.

The dispute was as to the rates of wages proper to be paid to the class of workmen in the company's employ, and as to pay for overtime, and also as to the proper wages for female workers engaged at the company's factory; and the employees asked that the company recognize their labour union by permitting the appointment of a committee from time to time in the matter of disputes.

Every opportunity and effort were made by the Board to bring about an amicable settlement without entering into the evidence, but the parties could not be brought together on all matters in dispute and the Board proceeded to take the evidence.

Evidence was submitted on behalf of the men showing the cost of living at Port Hope, and the rate of wages paid labourers engaged in similar work in Port Hope and other towns, and the company also submitted evidence as to wages paid for unskilled labour in similar institutions throughout the province.

The labourers contended that they were entitled to an increase of 23 per cent for all earning $3.00 or less per day, and 18 per cent increase over $3.00 per day and up to $3.50 per day, and 13 per cent above $3.50 per day, and an increase of 18 per cent on all piece work; and asked for female workers $2.50 for 10 hour working days. The company on the other hand contended that having recently increased the wages of their employees all round, the present rates under local conditions in Port Hope were sufficient.

The following witnesses were in attendance on behalf of the employees: Mr. A. Howe, Wm. Mallett, Wm. Lowe, Wm. Douglas, Chas. Lyall, W. L. Rathé, F. Page, and Chas. Cornthwaite.

The Board, after carefully considering the evidence submitted to them, and hearing the arguments of both parties to the dispute, have unanimously reached the conclusion that the following schedule of wages is a fair and proper one as between these employers and their employees at Port Hope:

Clause No. One.—The minimum rate for male and female employees below the age of 18 years be not less than 20 cents per hour to start, with an increase of 2½ cents per hour after one month's service, and an additional increase of 2½ cents per hour after they have been in the service of the company for three months.

Clause No. Two.—The minimum rate for male employees being 18 years or over be not less than 32 cents per hour, with an increase of 3 cents per hour after one month's service, and an additional increase of 2½ cents per hour after three months' service.

Clause No. Three.—That all male employees, 18 years or over, having more than three months' service and receiving less than 35 cents per hour, day work, to receive 15 per cent increase. Where this does not bring employee up to minimum rate he shall receive minimum.

Clause No. Four.—That all male employees having more than three months' service and who now receive 35 cents per hour or over, to receive an increase of 10 per cent.

Clause No. Five.—All employees on piece work to receive an increase of 10 per cent on piece work rates.

Clause No. Six.—All employees who are not covered by the above clauses to receive 10 per cent increase.

Clause No. Seven.—All employees being re-engaged on the same class of work will not have to serve a second probationary period.

Clause No. Eight.—Time and a half shall be paid on Sundays and the fol

lowing holidays: New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, and Christmas Day.

Clause No. Nine.—If any grievance arise during the term of this award the employer agrees to receive a committee of its employees from department affected, and, if possible, adjust said grievance, but there shall be no cessation of work until negotiations between the highest representative of both parties have failed to reach a settlement.

Clause No. Ten.—This award shall remain in force for six months, beginning on September 24, 1918, and shall continue in force after the said six months, unless 30 days' notice be given by either party of a desired change.

All of which is respectfully submitted.
Dated at Port Hope, October 24, 1918.

(Sgd.) Robt. Ruddy,
Chairman.
(Sgd.) A. E. Pipher,
Member.
(Sgd.) Chas. A. McElroy,
Member.

Report of Board in Dispute between the British Chemical Company, Trenton, Ont., and its carpenters and millwrights

A REPORT was received from the Board established to deal with the dispute between the British Chemical Company, Trenton, Ont., and certain of its employees, being carpenters and millwrights, members of Local No. 1622, United Brotherhood of Carpenters and Joiners, concerning wages. The Board was composed as follows: His Honour Judge J. F. Wills, Belleville, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. F. H. McGuigan, Toronto, and J. F. Marsh, Niagara Falls, nominees of the company and employees respectively. The award was unanimous, and contained recommendations as to increased wages and certain changes in the working conditions. The award was accepted by the company.

Report of Board

In the matter of the Industrial Disputes Investigation Act of 1907 and difference between the British Chemical Company, Limited, of Trenton, Ont., and certain of its employees, being carpenters and millwrights, members of Trenton Local, No. 1622, United Brotherhood of Carpenters and Joiners.

To the Honourable
T. W. Crothers, K.C., M.P.,
Minister of Labour, Ottawa, Ont.

Sir,—

The Board of Conciliation appointed by you to investigate this dispute met at Toronto on October 18, A.D. 1918; at Belleville, on October 22, instant, and at Toronto on October 29 and 30, instant. There were present, besides the Board, at the several times mentioned: Mr. Mark H. Irish, of Toronto, and Mr. George Patterson, of Trenton, representing the British Chemical Company, Limited, and J. W. Galloway, of Trenton, representing the employees; and also at the sitting of the Board at Belleville, the witnesses for the employees who gave evidence were: John K. Young, Gilbert Sarles, and Alvin Jones, of Trenton, and at Toronto, John Cottam, of Toronto.

The dispute was as to the rate of wages to be fixed, the employees claiming they were lower than those of the same class outside the plant, and also the increased cost of food and clothing in Trenton since the last date of fixing wages on January 6, 1918.

We beg to report that we have taken evidence of the witnesses of both parties to this dispute and have gone thoroughly into the matter of the cost of food

and clothing in the town of Trenton at present, as compared with the prices prevailing in January, 1918, and we find that there has been an increase in such cost, and recommend in consequence of such increased cost the following as a reasonable and equitable settlement of the dispute:

Working Conditions for the Government of Carpenters and Millwrights Employed by the British Chemical Company, Limited, of Trenton, Ont.

1. This notice shall apply to all carpenters and millwrights employed by the British Chemical Company, Limited. All millwrights that are employed shall be specially classified as such.

2. Three shifts may be worked at such hours as fixed by the company from time to time. Eight hours shall be considered a full day or shift.

3. The rates of wages shall be:

Millwrights—seventy (70c) cents per hour;

Carpenters—sixty-five (65c) cents per hour.

4. All hours worked in excess of the above shall be considered as overtime and paid for at the rate of time and one-half; except work done on Sundays, Dominion Day, Thanksgiving Day, Labour Day, and Christmas Day, for which double time shall be paid.

5. Overtime shall only be worked in case of emergency, but the decision of the company shall be absolute as to the necessity. All employees will assist in obviating overtime as much as possible.

6. In case of misunderstanding as to the interpretation of this notice, any representative agreeable to the employees or selected by a majority of the employees concerned shall be recognized by the company in discussing complaints.

7. The above rules and rates of pay to become effective November 1, 1918, and continue in effect until May 1, 1919, and thereafter, except upon thirty (30) days' notice in writing (by either party) of their desire for change.

All of which is respectfully submitted.

Dated at Toronto, October 30, A.D. 1918.

(Sgd.) J. F. WILLS,
Chairman.
(Sgd.) F. H. MCGUIGAN,
Member for the Company.
(Sgd.) J. F. MARSH,
Member for the Employees.

Report of Board of Appeal in Dispute between certain firms in Toronto, being members of the Employers' Association of Toronto, and their blacksmiths, engineers, etc.

A REPORT was received from the Board of Appeal, to which was referred the dispute between certain firms in Toronto, being members of the Employers' Association of Toronto, and various classes of workmen, members respectively of the Brotherhood of Blacksmiths and Helpers, and of the Amalgamated Society of Engineers. The findings were unanimous.

Report of Board

Under the Industrial Disputes Investigation Act, 1907. Board of Appeal Under P.C. 1743.

Present: Honourable Mr. Justice Maclennan (chairman), Gus. Francq, S. R. Parsons, John W. Bruce, G. H. Duggan.

Re appeal in cases of certain firms, being members of Employers' Association of Toronto, and various classes of workmen, members respectively of the International Brotherhood of Blacksmiths and Helpers and of the Amalgamated Society of Engineers.

The Board of Appeal, having heard the parties through their representatives on the appeal and cross-appeal from the decision and award of the Board of Con-

ciliation and Investigation herein, dated September 27, 1918, examined the said decision and reasons of appeal, and having duly considered the same, renders the following decision:

The companies appealing from the award of the Board of Conciliation do so on four points:

(1) The rate of wages;

(2) Extra 10 per cent for night shifts;

(3) Readjustment of wages at the end of six months;

(4) The date from which the award is to be effective.

The most important question raised by the companies involved is with regard to the rate of wages, and the most numerous class of workmen affected are the general blacksmiths. In fixing wages, minimum rates of pay should be established; this is one of the principles laid down by the Order-in-Council, P.C. 1743, approved on July 11, 1918. Mr. Bate, for the employers, in presenting the reasons of appeal, submitted that in the absence of classification as to skill and output it was necessary to fix a minimum, and in the present scarcity of skilled labour it was necessary in all trades to hire men without certificates of competency; that minimum rates fixed a rate of pay for a trial engagement, and that the workman who shows competency in his trade is, owing to the large demand for such labour, very soon paid higher rates than the minimum.

The most numerous class of workmen affected by the award under appeal is that of general blacksmiths. It was contended for the employers that the trade of a blacksmith did not call for higher skill than that of boilermakers and machinists, and it was pointed out that the boilermakers and machinists in the shops in question entered into an agreement on April 1, 1918, at a rate of 55 cents per hour, and that on October 10, 1918, a Board of Conciliation, of which the chairman was the same chairman who rendered the award now under appeal, granted the boilermakers an advance of 3½ cents, bringing their rate to 58½ cents per hour. This has some bearing on the rate of 68 cents for general blacksmiths in the award under appeal. If the two trades are classed for about the same skill, it is difficult to understand why the same chairman should have made this difference. The McAdoo award now applied to railway employees gives properly qualified blacksmiths 68 cents, and while there are some firms in Toronto paying their blacksmiths that amount, it is not the prevailing rate for blacksmiths in ordinary industrial companies. Forging machine operators are now frequently unskilled workmen, the die setting or skilled part of the operation being performed by die setters rated as machinists. When workmen can be obtained capable of setting their own dies and operating as well as feeding their machines, no doubt higher rates will be paid.

The decision of the Board, therefore, is that the rate of pay for general blacksmiths be reduced from 68 to 62½ cents per hour, and forging machine operators be reduced to 57½ from 60 cents per hour, and with these amendments Rule 3 of the Schedule fixing rates of pay is confirmed. Men at present receiving more than these rates shall not be reduced.

The second question on which the employers appeal is the extra 10 per cent paid to the night shifts as provided for in Rule 4. The Board finds that it is the general practice to allow something additional for night work over the rates paid for day work. In some cases an additional half hour or more is added to the time worked at night, and in other cases an additional rate varying from 5 to 25 per cent is allowed. In this case the Board of Appeal sees no reason to interfere with the additional 10 per cent for night work allowed by Rule 4 of the Schedule of Rules. The rule is therefore confirmed.

The employers also appeal against Rule 7 of the Schedule of Rules providing for the date on which the in-

creased wages shall take effect and for the revision of rates at the end of six months. In this case the demand of the employees for increased wages was made and had been under discussion since the end of June, 1918, without arriving at any definite result. On August 7, a strike occurred which lasted for about two weeks, when the employees made an application for a Board of Conciliation and returned to work with the expectation that any increase in their wages which might be given them by the Board would be effective from the date of the application for the Board. The decision of the Board was made effective from August 20, 1918, which is in accordance with the Order-in-Council, which provides that any settlement of a dispute referred to a Board of Conciliation shall be effective not later than the date on which the application for a Board of Conciliation was filed. Rule 7 provides further that the agreement shall remain in effect for 12 months with a right to a reconsideration of the wages scale at the end of six months from August 20, 1918, if the cost of living has materially increased in the meantime. The right to readjust the wages scale at the end of six months is also in accordance with clause 16 of the Order-in-Council of July 11, last. The Board considers that the word "increased" should be struck out and replaced by "altered," in order to provide for a reduction in the wages scale if the cost of living in the meantime will have come down. With the substitution of the word "altered" for the word "increased," Rule 7 of the Schedule of Rules is confirmed.

The cross-appeal of the workmen is dismissed.

(Sgd.) F. S. MACLENNAN,
Chairman.
(Sgd.) GUS. FRANCQ.
(Sgd.) S. R. PARSONS.
(Sgd.) JOHN W. BRUCE.
(Sgd.) G. H. DUGGAN.

Montreal, this twenty-fifth day of October, 1918.

REPORT OF ROYAL COMMISSION APPOINTED TO INQUIRE INTO THE ALLEGED UNREST EXISTING IN THE SHIPBUILDING INDUSTRY IN THE PROVINCE OF QUEBEC

A REPORT was received from the Royal Commission appointed under the Inquiries Act to inquire into the alleged unrest existing in the province of Quebec as between various firms engaged in the shipbuilding industry and their employees, with special regard to wages, working hours, overtime, and other conditions of employment. The Commission was composed as follows: The Honourable Mr. Justice F. S. Maclennan, Montreal (chairman), Mr. Thomas Robb, Montreal, and Mr. J. M. Walsh, Quebec. The award was accompanied by copies of signed agreements entered into between various firms and their employees; also recommendations as to the settlement of disputes in other localities where signed agreements had not been effected.

Report of Royal Commission

To the Honourable
T. W. Crothers, K.C., M.P.,
Minister of Labour, Ottawa.

Sir,—

The Royal Commission appointed under the Great Seal of Canada, on July 29, 1918, to inquire into alleged unrest existing in the province of Quebec between firms engaged in the shipbuilding industry and their employees, with special regard to wages, working hours, overtime, and other conditions of labour, and as to the nature and cause of the

grievances alleged, has the honour to report as follows:

The first meeting of the commissioners was held at the chairman's chambers, in the Court House, Montreal, on August 6, 1918, when the commissioners took oath of office and examined the complaints from different employees and applications for Boards of Conciliation which had been placed before the Commission by the Minister. The general plan of executing the Commission was discussed, and it was arranged to begin the inquiry in the city of Quebec, where the most serious grievances seemed to exist. On the following day another sitting was held in the Court House, Montreal, at which Captain W. J. Gerrard, C.E., was appointed secretary to the Commission, and, being present, entered upon the discharge of his duties. Mr. Bertrand, fair wages officer of the department, appeared and explained the efforts he had made to try and bring the employers and their workmen together in some of the shipyards where disputes had arisen. Mr. Cameron, of the Canadian Vickers, Limited, appeared and explained the working agreement between his company and the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America.

The Davie Shipbuilding and Repairing Company, Limited, of Lauzon, Quebec, and the representatives of the boilermakers, iron shipbuilders, blacksmiths and helpers were advised by telegram that the commissioners would be in Quebec on the following day to take up their complaints and disputes.

The Davie Shipbuilding and Repairing Company, Ltd.

On August 8 the commissioners sat in the Court House, in the city of Quebec, to investigate the complaints respecting the Davie Shipbuilding and Repairing Company, Limited. At this sitting there were about 200 strikers present. The Order-in-Council creating the Commission was read by the secretary, after which the chairman made the following statement:

"This Commission is not directly constituted like a court of justice; we are commissioners for the purpose of investigating and hearing any disputes which may exist between the shipbuilding firms and their employees, with the view, if possible, of restoring harmony between the employers and the workmen in order that the very essential and important work of ship construction may not be delayed or retarded during the great crisis through which our country is passing. I may say that the commissioners approach this matter with open minds, anxious to do justice to all parties and willing to hear fully all the complaints and representations which may be made, in order that any misunderstandings which may heretofore have existed or which at present exist between the employers and their workmen may be removed and harmony restored, so that this important work may go on. This is a time when there should be give and take between employers and employees. Nothing should be permitted to stand in the way of the very important work of shipbuilding and ship repairing, which should be proceeded with without interruption and to the utmost capacity of the plants so far as work is presented for them to do.

"With that view we hope to be able to bring about a better understanding, if misunderstandings exist, and to bring about an arrangement by which everybody will be satisfied, if both parties will be reasonable, and everybody will have to be reasonable at this time.

"We are willing to hear you at all reasonable length.

"The Commission proposes this morning to take up the troubles which have arisen at the Davie Shipbuilding and Repairing Plant."

Mr. J. P. Merrigan, third international vice-president of the International Union of Boilermakers, Iron Shipbuilders and Helpers of America, and Mr. Arthur Martel, of the general executive board of the United Brotherhood of Carpenters and Joiners, and vice-president of the Trades and Labour Con-

gress of Canada, appeared for their respective unions. Honourable A. Galipeault appeared at the second sitting as their counsel. Mr. Emile Gelly appeared for the National Union of the South Shore (Union Nationale de la Rive Sud). Mr. A. Bernier, K.C., appeared for the company. Mr. George Duncan Davie, of Lauzon, general manager of the Davie Shipbuilding and Repairing Company, Limited, was examined, and testified to the work which his company had on hand and the contracts which were in process of execution. The Davie plant has existed at Lauzon for about 28 years, and, at the time of the investigation, had in its employ about 600 workmen; last year it had as many as 1,500. Both steel and wooden ships are built at this plant, which is situate opposite the city of Quebec, on the south shore of the St. Lawrence river, and adjoins the two Government dry docks where large repairing work can be done. The plant could not be better situated for executing repairs to all sizes of ships. Additions and extensions to the company's plant are under construction which will cost in the neighbourhood of one million dollars when completed. Since the war several hundred vessels have been constructed, and at the time of the investigation a number of steel trawlers were on the stocks and some large steel vessels were under repair or construction. In addition to these several other vessels were under contract for repairs or new construction. Mr. Davie testified that climatic conditions during the winter months were a serious handicap, and that his principal competitors, particularly for repairing, were shipyards in New York and other places on the American seaboard where work could be carried on during the whole year. In May, 1917, the workmen had been given a general increase in pay of 15 per cent, and in May, 1918, a further increase of 20 per cent. Mr. Davie filed an agreement between his company and the South Shore National Labour Union which has been in force since March 21, 1918.

The wages paid to the different classes of workmen were the following:

Ship fitters, Sr.	80-60	cents per hr.
Ship fitters, Jr.	51-48-42 & 36	"
Ship fitters' helpers	36-32 & 27	"
Ship riggers	43	"
Ship riggers' helpers	32	"
Riveters, Sr.	48	"
Riveters, Jr.	43	"
Ho'ders-on, Sr.	39	"
Holders-on, Jr.	35	"
Rivet Heaters, Sr.	32	"
Rivet heaters, Jr.	23 & 20	"
Air drillers	36	"
Air drillers' helpers	32	"
Caulkers and chippers, Sr.	48	"
Caulkers and chippers, Jr.	43	"
Labourers	32	"
Carpenters, Sr.	48	"
Carpenters, Jr.	43	"
Joiners, Sr.	48	"
Joiners, Jr.	43	"
Pattern makers	51½ & 43	"
Mechanics	43	"
Pipe fitters	43	"
Electricians	41½	"
Electricians' helpers	36	"
Blacksmiths	55-48 & 43	"
Blacksmiths' helpers	36	"
Painters	43 & 36	"
Furnace slab men	60	"
Furnace slab helpers	45-36 & 32	"
Oxy. acety. cutters	55	"
Oxy. acety. cutters' helpers	35	"
Locomotive engineer	45	"
Locomotive brakemen	32	"
Donkey engineer	39	"
Shop engineer	48	"
Craneman	45	"
Fireman	43	"
Coal trimmer	39	"
Boilermakers	48	"
Punchers	48 & 43	"
Punchers' helpers	36 & 32	"
Shearers	48 & 43	"
Shearers' helpers	36 & 32	"
Counter sinkers	36	"
Rollers	51½ & 40	"
Rollers' helpers	32	"
Planers	43	"
Planer helpers	32	"
Teamsters and carters	48-36 & 32	"
Watchmen	36	"
Water carriers	20	"
Foremen	60	"
Sub-foremen	55 & 45	"
Draughtsmen	80 & 75	"
Asst. draughtsmen	30	"
Timekeepers	40	"
Asst. timekeepers	32	"

Overtime (night work and Sundays), double time on repairs.

Overtime (night work), time and one-half on new construction.

Overtime (Sundays), double time on new construction.

Sunday work only when extremely necessary.

Rivetting gangs were paid at piece work rate of $2.50 and $3.00 per hundred.

The rates above stated were accepted by the South Shore National Union on May 11, and went into operation on May 17, 1918.

The International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, on May 23, 1918, made a demand for increased rates, a

nine hour day, and other conditions, and submitted a proposed agreement.

The International Brotherhood of Blacksmiths and Helpers, on June 22, 1918, submitted an agreement for execution by the company, asking for shorter hours and increased pay.

The company did not reply to either of these communications or demands, as it had already an agreement with the National Union. which was working satisfactorily.

An application for a Board of Conciliation from the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, Local No. 380, the International Brotherhood of Blacksmiths and Helpers, Local Union No. 235, and the United Brotherhood of Carpenters and Joiners, Local Union No. 2033, was forwarded to the Minister by the third vice-president of the International unions, under letter dated July 12, 1918. This application claims to directly affect 290 workmen, and indirectly 460.

As the International and National unions were claiming the right to be recognized, the Commission requested that both submit their books for examination in order to see what representation each union had in the workmen in the yard. The books showed the following results: Out of 707 workmen whose names appeared on the pay-roll of the company, 250 were members of the International and 457 were members of the National union. The books further showed that the National union had 18 blacksmiths and the International 8, and that the National had 363 boilermakers and iron shipbuilders and the International 188 in the employ of the company.

On July 25 the company dismissed 10 of its employees for alleged failure to properly perform their work and other misconduct. On the following day 240 employees went on strike through sympathy for the 10 dismissed men, alleging that the men were dismissed because they belonged to the International union. It was therefore necessary for the Commission to investigate whether the company had proper and sufficient cause for these dismissals, or whether they had been dismissed on account of their membership in the International union. The discharged men consisted of six riveters, one holder-on, one assistant machinist, one helper, and one shipfitter, the latter being practically an apprentice. According to the evidence of Mr. Davie, the riveters had for some time been putting in 45 to 150 rivets a day of 10 hours. This was a very poor showing. Mr. Davie had personally watched these men on several occasions spending their time without proper results. The majority of them had been dismissed several times and taken back. A comparative statement of general work in the iron shipbuilding in May, June and July, 1917, with the corresponding months in 1918, shows that the workmen were doing this year less than 50 per cent of the work which they did in the previous year. It was established by two witnesses that one of the discharged men, a few days before the discharge, had thrown hot rivets, bolts and washers at a fellow workman, and also had made threats of bodily harm against him. Another of the dismissed men made threats to a crippled employee to induce him to join the International union, and also made a threat against Mr. Davie. The superintendent of the yard testified that the dismissed men were not working satisfactorily, were idling their time, and engaging in discussions and arguments with their fellow workmen, and that if he had had a free hand he would have dismissed them long ago. A special constable in the employ of the company made a report against several of the dismissed men, that they had been wasting their time, talking instead of working. He was not asked to report specially on the 10 dismissed men, but had the whole yard under his supervision. An opportunity was given to all the dismissed men to appear before the Commission. Nine of them appeared and gave evidence. They all assumed that they were

dismissed on account of their connection with the International union, but not one of them inquired from the manager or the superintendent why they had been dismissed. The dismissals were made after the company had obtained the advice of its solicitor that there was just and sufficient cause for the dismissals. The general manager of the company, on May 14, had posted up in the yard a notice in the following terms:

"It has been brought to my notice that there are certain parties in this yard who are trying to form a union. I have recognized the National Union of South Shore Labourers, and any employees of this plant trying to organize or cause friction through dealing with other unions, which are not recognized by this company, will be immediately discharged.

"Davie Shipbuilding & Repairing Company, Limited,

"(Sgd.) GEORGE D. DAVIE,
"General Manager."

The National union, at Lauzon, was organized in March, 1917, and is registered under the provisions of the Trade Unions Act, R.S.C., ch. 125. It succeeded an organization which had existed there for some time before. The secretary of the National union was examined on August 9, and testified that, on July 26, 1918, it had a membership of 510, all working for the company, with the exception of six members, and that from July 26 to August 9 the National union had taken in 125 new members; copies of its constitution and by-laws were filed as exhibits. The International union began organizing at Lauzon in March or April, 1918, and at the date of investigation its local organizer was Alfred Bourget, who, at one time, had been a workman for the company, and had been dismissed about February, 1918. Both Mr. Davie and his superintendent stated in evidence their willingness to take back the men who went on strike, in so far as their positions had not been filled, but they were unwilling to take back the 10 dismissed men. During the first two weeks succeeding the strike, 102 new men were taken on the works, and, according to the superintendent, the work in the yard was proceeding better than during the three months prior to the strike. The work was not seriously affected by the strike, the conditions were more settled, and the men were easier to handle. New men were taken on without distinction as to whether they were union or non-union men. The company was willing to deal with one union, but it did not think that it was possible to have two unions recognized in the same yard, as the existence of two separate organizations would lead to strife and reduce production. At the end of the first day's sitting, the chairman, in the presence of 150 or 200 of the strikers, after Mr. Davie had expressed his willingness to take the strikers back, advised them to return to their work, stating that their position would thereby be improved and that, in so far as the 10 dismissed men were concerned, the cause of their dismissal would be fully investigated by the Commission. The strikers did not accept this advice; they remained on strike.

Ten hours constituted a day's labour in this yard, except during the winter when the days are short when the men worked eight or nine hours. The company paid for overtime time and one-half on new construction, and double time on repairs, and also double time for all work on Sundays.

The investigation into the disputes connected with this company extended from August 8 to 15, 41 witnesses in all were heard. The shipyard was also visited and the actual conditions under which the men worked were inspected.

After full consideration and examination of the evidence, the commissioners are unanimous in finding that the wages paid since May, 1918, were reasonable, sufficient, and equal to any prevailing in the locality. The chairman and Commissioner Robb are of opinion that the dismissal of the 10 men was justified and

was made for sufficient cause, and that the sympathetic strike was not justified, but Commissioner Walsh does not concur in this finding on this one question. The commissioners were also of the unanimous opinion that nine hours should constitute a day's work and invited the general manager of the company and representatives of the National union to appear again before the Commission in Montreal. This resulted in a new agreement being entered into between the company and the National union, on September 7, 1918, providing for a nine hour day, for overtime payments, for the adjustment of disputes, for wages at the rates which prevailed since May, 1918, and for the continuation of the agreement during the duration of the war subject to such changes in rates of pay as fluctuation in cost of living may justify, such adjustment to be made on February 1, 1919, according to the fluctuation in the cost of living shown by the Labour Gazette.

A signed triplicate of the Agreement accompanies this report.

Quinlan and Robertson, Limited, and Quebec Shipbuilding and Repair Co., Ltd.

The Commission investigated the complaints with reference to these two companies at Quebec, on August 15, 16, 17, and 19, 1918.

Mr. Albert E. Laroche, local manager, appeared for Quinlan & Robertson, Limited; Mr. R. A. Carter, vice-president and managing director, and C. L. Campbell, superintendent, appeared for the Quebec Shipbuilding and Repair Company, Limited, and Messrs. Arthur Martel and Alfred Robitaille appeared for the United Brotherhood of Carpenters and Joiners of America.

Quinlan & Robertson, Limited, are general contractors, have carried on that business for a number of years, and, in July, 1917, obtained a contract from the Imperial Munitions Board for the construction of a number of wooden ships. The work of these ships was well advanced at the time of the investigation. The company at that time had about 700 men on its pay-roll. A schedule showing the rate of wages paid to all trades was filed; carpenters were paid from 40 to 45 cents per hour; joiners, 40, 45 and 50 cents; caulkers, 40 and 45 cents per hour; night gangs were allowed 13 hours for 12½ hours' work, and for Sunday an hour or two extra time was allowed; no extra pay was given for overtime; 10 hours constituted the day's work.

When the company started shipbuilding it paid carpenters 34½ cents per hour, and advanced them from time to time as their ability increased. Thirty cents per hour was the ordinary rate for carpenters in Quebec when the company started to build ships. As a general rule the company provided tools; both union and non-union men were employed and the yard was run on the principle of open shop. Under date of June 20, 1918, the United Brotherhood of Carpenters and Joiners of America, Local No. 730, Quebec, applied to the Minister for a Board of Conciliation and Investigation, and asked for an increase in wages with a minimum of 50 cents per hour, nine hours per day, and time and one-half for overtime till midnight, and double time from midnight to 7 a.m., double time for Sundays, New Year's Day, Labour Day, and Christmas Day. About 20 of the workmen were heard. There was not much complaint about wages, but the men asked for shorter hours and extra pay for overtime.

The Quebec Shipbuilding and Repair Company, Limited, began business in October, 1916; its business is building and repairing wooden ships. It has a shipyard at the Island of Orleans, which was closed at the time of the investigation, and another shipyard in Quebec. A schedule of the rates of pay in both yards was filed. Shipwrights and carpenters were paid from 35 to 45 cents per hour according to their ability. No extra pay was given for overtime and 10 hours constituted a day's work. The company has built some wooden ships on its own account and has a contract from the Imperial Munitions Board. When

the company started its operations it was unable to secure a practical wooden shipbuilder in Quebec, but it brought an expert and some caulkers from New Brunswick who have since trained and instructed the local workmen secured in Quebec. As the work went on the workmen became more expert in the art of wooden shipbuilding and had got on so well that they planked the second ship for the Imperial Muntions Board in one half the time it took to plank the first. At the date of the investigation the work in the yard was proceeding satisfactorily and there was no shortage of men. Both union and non-union men were in the yard, which was run on the principle of open shop. Under date of July 8 the United Brotherhood of Carpenters and Joiners of America, Local No. 730, made an application to the Minister for the appointment of a Board of Conciliation and Investigation, and asked for increased wages, shorter hours, and extra pay for overtime. Before leaving Quebec the commissioners suggested to the representatives of both companies that in the opinion of the commissioners extra pay should be given for overtime work, and both companies readily acceded to this suggestion.

On September 6, 1918, the commissioners invited representatives of these two companies and of the workmen to meet the Commission in Montreal, when the commissioners advised the parties that it was desirable that an agreement for the duration of the war should be entered into with the carpenters and joiners, and submitted to them a draft agreement which would meet with the approval of the Commission, with the result that, on September 9, 1918, each company signed an agreement with the United Brotherhood of Carpenters and Joiners providing for a day of nine hours, extra pay for overtime, for the settlement of disputes, minimum rate of wages for carpenters, shipwrights, and joiners at 45 cents per hour; the agreement to continue during the duration of the war subject to such changes in rates of pay as fluctuation in cost of living may justify; such adjustment to be made on February 1, 1919, according to the fluctuation of the cost of living shown by the official reports of the LABOUR GAZETTE.

Signed triplicates of these Agreements accompany this report.

Tidewater Shipbuilders, Limited, and the Three Rivers Shipyards, Limited

The Commission investigated the complaints with reference to these two companies at Three Rivers on August 20 and 21, last.

Mr. Robert Duguid, manager, appeared for the Tidewater Shipbuilders, Limited, and Thomas M. Kirkwood, president and manager, Harold L. Clifford, superintendent, and Walter Joseph Shea, secretary-treasurer, appeared for the Three Rivers Shipyards, Limited; Mr. Arthur Martel appeared for the United Brotherhood of Carpenters and Joiners of America, Local No. 1793.

The Tidewater Shipbuilders, Limited, began putting up its plant in Three Rivers for steel shipbuilding in November, 1917, and at the time of the investigation had several steel ships under construction and about 450 workmen on its pay-roll. The plant is not yet fully completed. Ten hours constituted a day's work; overtime was paid at the rate of time and a half for week days and double time for Sundays and holidays. A schedule of the wages paid to all trades was filed before the Commission; carpenters' pay was 40 to 45 cents an hour; no distinction was made between union and non-union men. The United Brotherhood of Carpenters, in April last, asked for a minimum wage of 45 cents per hour and for a nine hour day. The Three Rivers Shipyards, Limited, began operations on August 20, 1917. Its business is entirely the building of wooden ships, and, at the time of the investigation, it had a contract with the Imperial Munitions Board. It employed between 700 and 800 men; when it started, carpenters were paid 35 cents per hour and the company had no trouble getting

them at that rate. Overtime was paid at the rate of time and one-half, and double time was paid for Sundays and holidays. On July 23, 1918, the United Brotherhood of Carpenters and Joiners, Local No. 1793, wrote a letter to the Minister asking that the minimum wages for carpenters in both companies be fixed at 45 cents per hour, and that the hours of work be reduced to nine hours per day, with time and a half for overtime and double time for Sundays and holidays. At the time of the inquiry both these yards were paying their carpenters 40 to 45 cents per hour, and a few who were more expert, 50 and 52½ cents per hour in the yard of the Tidewater Shipbuilders, Limited. On September 10, 1918, the Commission invited representatives of both companies and of Local 1793 of the United Brotherhood of Carpenters to appear again, and the Commission suggested that it was desirable that an agreement should be entered into by each company with its carpenters, and the question then arose as to the standing of a local union at Three Rivers, known as Corporation Ouvrière Catholique des Trois-Rivières, which has been in existence since 1913. On further investigation at Three Rivers, it was found that this local union had much stronger representation in both yards than the United Brotherhood of Carpenters and Joiners of America. The companies were willing to enter into an agreement with the local union, but not with the United Brotherhood, and after further conference and discussions, an agreement was executed by each company with La Corporation Ouvrière Catholique des Trois-Rivières on September 23, providing for a day of nine hours, payment for overtime, provisions for settlement of disputes, a minimum wage for shipwrights, carpenters, joiners and caulkers at 45 cents per hour, the agreement to continue during the duration of the war, subject to such changes in rates of pay as fluctuation in cost of living may justify, such adjustment to be made on February 1, 1919, according to the fluctuation in the cost of living shown by the official reports in the Labour Gazette.

Signed triplicates of these Agreements accompany this report.

Fraser, Brace and Company, Limited

The Commission began its inquiries in connection with this company in Montreal on August 22. Mr. Charles Edward Fraser, president, and Mr. George G. Underhill, superintendent, appeared on behalf of the company; Mr. Joe Wall appeared for the Montreal Marine Trades Federation; Messieurs Narcisse Arcand, Arthur Lamothe, and Arthur Martel appeared for the carpenters and joiners; Mr. Ed. J. Sinclair appeared for the electrical workers, and Mr. Wilbrod Vachon appeared for the steamfitters and plumbers.

The company for many years has carried on business as general contractors. Its operations in the province of Quebec have been extensive. In November, 1917, it was given a contract by the Imperial Munitions Board for the construction of some wooden steamers not yet completed, and recently it has received from the French Government a contract for a number of wooden ships. The latter were obtained in competition with shipyards in Canada and the United States.

On February 15, 1918, the Montreal Marine Trades Federation made a demand upon the company for shorter hours and increased wages on behalf of blacksmiths, electrical workers, machinists, painters, sheet metal workers, carpenters, joiners, plumbers and steamfitters. The workmen engaged in wooden ships were mainly shipwrights and carpenters. The evidence submitted to the Commission shows that the company had no difficulty in getting all the workmen which it required. There was, however, a scarcity of skilled shipwrights and ship carpenters as the industry of wooden shipbuilding had practically gone out of existence at the time the company began wooden shipbuilding, at the end of 1917.

When the company started its shipbuilding operations it paid its carpenters 40 cents an hour, working 10 hours per day, with time and a half for all overtime. About the beginning of May these wages were increased to 45 cents, and on May 15, 1918, to 50 cents per hour. On or about May 16 a strike occurred, when some 300 men went out and remained away for 10 or 12 days. A fair conclusion from the evidence submitted is that they returned to work upon the understanding that the demand for shorter hours and other improved working conditions and higher pay would be considered. On June 15, 1918, the Montreal Marine Trades Federation applied to the Department of Labour for the appointment of a Board of Conciliation and Investigation. At the time of the strike, in May, the company had about 920 workmen in its employ, and at the time the matter was investigated by the Commission it had about 600 workmen.

The main dispute between the company and the representatives of the workmen was with reference to the number of hours which should constitute a day's work. The company had been working 10 hours per day except during the winter months, when, on account of shortened days, nine hours per day was worked. So far as the rate of wages is concerned, there was not much difference between the company and its men. The wages had been advanced from time to time as the men's capacity and ability justified an increase. After several conferences between the representatives of the company and of the workmen the Commission succeeded in bringing the parties together, with the result that, on September 4, 1918, an agreement was signed providing for a nine hour day and other working conditions, rates of wages for the different trades employed, and for a revision of these rates on February 1, 1919, according to any fluctuation in the cost of living which may be shown at that time by the official reports in the LABOUR GAZETTE.

A signed triplicate of this Agreement accompanies this report.

Montreal Dry Docks and Ship Repairing Company, Limited

This company carries on the business of repairing wooden and steel ships in all branches and has been under the present name and management for seven years. Mr. Thomas Ball, managing director, Walter Carroll, timekeeper, and William Brunton, superintendent, appeared for the company, and Messrs. Martel, Wall, Arcand, Lamothe and Vachon appeared for the workmen. At the time the investigation began, on August 23, 1918, the company had about 350 on its pay-roll. The schedule of the rates paid to the various trades was filed, showing boilermakers were paid from 47½ to 50 cents; helpers, 37½ to 42½ cents; carpenters and caulkers, 45 cents; and painters, 40 to 45 cents. These rates are about 10 cents an hour in advance of what was paid in the corresponding month in 1917. Before the war, in 1914, the general rate of wages for mechanics was about 30 cents per hour. The company worked 10 hours per day, and all overtime was paid as double time. In October, 1917, the business agent of the Local Boilermakers' International Union made a demand for increased wages and shorter hours. Some correspondence took place between the company and the Department. The company interviewed its workmen, with the result that they declared themselves satisfied with the then existing conditions and pay. In May, 1918, the boilermakers made a demand for 55 cents an hour, and, after an interview with their business agent, the company agreed to pay them 50 cents an hour, which was accepted by the union.

While the Commission was in session the Montreal Marine Trades Federation made a demand for increased wages and shorter hours. The company made a full disclosure of its relations with its workmen. Many of the latter had to be specially trained for the nature of the

work carried on by the company. Repairs to ships, as a general rule, were made in the harbour and the company was obliged to send its workmen to the ships where the repair operations were performed. Some of the workmen drew very substantial weekly payments. On the pay-roll for the week of June 27, 1918, one man drew $126.75; another, $112.75, and three men $77.50 each.

After numerous conferences between the general manager of the company, the secretary of the Montreal Marine Trades Federation, and the business agent of the boilermakers, the company agreed to accede to the demand for the nine hour day and for increased wages to the different classes of workmen employed by the company, as follows:

Boilermakers	55	cents per hour
Helpers	45	"
Heaters	25	"
Carpenters	50	"
Painters	45	"
Steamfitters and plumbers	55	"
Electrical workers	..	
Charge hands	55	"
Journeyman	50	"
Armature winders, 1st	50	"
Helpers	35	"
Motor attendants	40	"
Cranemen (overhead)	38	"
Cranemen (jib)	35	"
Temporary light men	37	"
Power station operators, per eight hour shift, $3.50.		

The boilermakers now refuse to accept the rate of 55 cents per hour, giving for their reason that the boilermakers in the railway shops are paid 68 cents per hour under the award of the Canadian Railway War Board.

As far as the commissioners have been able to ascertain from the investigation of different shipyards brought to their attention, 55 cents per hour appears to be the highest rate of pay for boilermakers in shipyards in the province of Quebec. The Montreal Dry Docks is willing to pay this rate, and, in the opinion of the commissioners, it should be accepted. In the opinion of the commissioners the foregoing rates for carpenters, painters, steamfitters, plumbers and electricians should also be accepted.

The Shipyards in Sorel

While the Commission was investigating conditions in some of the shipyards in the city of Montreal, the Minister brought to its attention communications received by him from the secretary of the International Brotherhood of Boilermakers and Iron Shipbuilders of America, Local Lodge No 373, at Sorel, requesting the Minister to permit the Commission to investigate the existing conditions there. It was alleged that the local lodge had 350 members; that the Leclaire Shipbuilding Company had dismissed several workmen because they had joined the union; that wages were low, the hours long, and that it was desirable to have the conditions investigated. The Commission sat at the Court House in Sorel, on August 29, 1918. Mr. J. M. Arthur Leclaire appeared, representing the Leclaire Shipbuilding Company, and Mr. J. P. Merrigan appeared on behalf of the boilermakers, and Mr. Narcisse Arcand appeared on behalf of the United Brotherhood of Carpenters and Joiners, Local No. 671. The Leclaire Shipbuilding Company had under construction a number of steel trawlers and wooden ships; had then about 450 workmen in its employ; worked 10 hours a day and paid from 27½ to 40 cents per hour in the various trades. Riveters were mainly paid by piece work at from $2.00 to $3.00 per hundred, some of the riveters earning as high as $5.92 per day. An alleged case of intimidation by dismissal was investigated, and it was established that the man in question was not dismissed on account of his connection with the union, but for proper and sufficient cause. The wages paid in the Leclaire Shipbuilding Company are substantially the same as are paid by the Sincennes McNaughton Line, Limited, in its yard at Sorel, where it builds and repairs its own boats and where carpenters are paid from $3.00 to $3.50 per day, boilermakers from $3.00 to $4.00 per day, and labourers from $2.00 to $2.50 per day. Substantially the same wages were paid by the Department of Marine in its ship-

yard at Sorel. Wages are lower in Sorel than in any of the other shipyards in the province of Quebec. The majority of the workmen there own their own houses, in connection with which they usually have a small garden where a considerable portion of their supplies are raised. Ten hours constitute a day's work; it is the general rule, and no instance was brought to the attention of the Commission where shorter hours were worked in any shop at Sorel. The International union was not organized to the extent represented by Mr. Aristide Cournoyer, secretary of the boilermakers, who stated in his communication to the Minister that the local lodge had 350 members.

A further conference was held in Montreal, on October 2, with the representatives of the Leclaire Shipbuilding Company and the Sincennes McNaughton Line, Limited, at which Mr. Arthur Martel, representing the carpenters, was present, and the whole situation was discussed. Labour in Sorel is plentiful at the wages now paid and men are advanced in pay according to their ability and efficiency. Extra pay is given for overtime and no shop or establishment in Sorel has adopted the nine hour day; they all work 10 hours and pay overtime rates for all work over 10 hours and for Sundays and holidays. The Leclaire Shipbuilding Company is willing to advance their wages as the cost of living increases, and claims it has done so in the past.

Under all the circumstances disclosed to the Commission, the hours of work and rates of pay in the shipyards at Sorel are in accordance with what prevails in the locality, and it is not deemed advisable for the present to make any recommendation.

The commissioners desire to place on record their appreciation of the manner in which all employers who appeared before them made full disclosure of their relations with their workmen and also of the readiness of the different unions to submit their books showing the membership in the respective organizations. All trade unions doing business in Canada, in the opinion of the commissioners, should be required to register under the Trade Unions Act. Local unions do so, and all labour organizations having their principal place of business outside of Canada should, when they attempt to control labour in this country, be subject to the same rule.

Commissioner Walsh reserves his right to make a minority report on the situation in Lauzon and Sorel, and also with respect to the registration of trade unions.

The whole respectfully submitted,

(Sgd.) F. S. MACLENNAN,
Chairman.

(Sgd.) THOMAS ROBB,
Commissioner.

(Sgd.) J. M. WALSH,
Commissioner.

Montreal, October 2, 1918.

Minority Report

To the Hon. T. W. Crothers,
Minister of Labour.

Dear Sir,—

As member of the Royal Commission, instituted by an Order-in-Council to investigate the industrial unrest in the shipyards of the province of Quebec, I feel it is my duty in the circumstances to make a minority report in the cases of the Davie Shipbuilding Company, of Lauzon, Que., the situation in Sorel, the signing of agreements with independent labour organizations, and the registration of trades unions.

In the case of the Davie Shipbuilding Company, as you are aware, 240 men did not report to work in the morning of July 26, due to the fact that 10 of their men had been discharged July 25. The 10 men and the men that did not report to work were men belonging to the International union. During the inquiry several witnesses have been heard from the union, and have testified that on Monday, July 22, it was reported and known to every one that on Thursday,

July 25, 10 men belonging to the International were to be discharged, and they were discharged as the rumour had been circulated. Mr. Davie testified that these men had been discharged for cause. Asked what was the cause, he said that these men were not doing their work as they should, that they were neglecting their duty, but the testimony proves that they have never been told or reprimanded either by the foreman or the superintendent.

In reading Mr. Davie's testimony you will find contradiction. He said (page 27 on last line): "the cause is that they would not do the work," and then on page 37 of his testimony he said: "and I am to be criticized by 10 men. Never, sir. I cannot stand it from anybody," which in my opinion indicates that these men have been reported as criticizing Mr. Davie, and that they have been discharged on that account without ascertaining whether it was true or not, and without giving those men a chance to answer any accusations of the kind, and that when a Board of Conciliation had been applied for, the men have been brought before the Commission and denied ever having said anything of the kind against Mr. Davie. It has not been proven that these men were not doing their work. We have had before us the foremen of different gangs of men and they have testified that the 10 men discharged were amongst the best men in the yard, and that they were not neglecting their duty, and that they were very much surprised when they heard that they were discharged, for they know no charges against them.

Detective St. Laurent, who is in the employ of the company, testified that his duty in the yard was to see that nothing was stolen in the yard. Asked if he had anything to do with the men, he said that his duty was to see that they lose no time, as he considered that losing time when at work was stealing from the company, and that he looked after that also. Asked if the 10 men discharged were to his knowledge losing their time, he said he had never seen them losing time. Asked if he had ever received letters from the members of the National union against those men, he answered in the affirmative, saying that he had received letters; some were signed, others were not. He reported to the office of the company, but kept the letters. I asked that those letters be produced, but they have never been.

So in no evidence did they prove that the men were not doing their work as usual, and I sincerely believe that these men were discharged on account of reports of Detective St. Laurent that were given to the office and taken from letters that he had received from members of the National union and others, anonymously.

Mr. Davie complained that since there were two unions in his yard the men were losing their time canvassing other men to join their respective unions. It has been proven that the National union has used methods that would not have been permitted by other employers had he not consented and been favourable to it. In the month of July the National union posted cards saying that on the seventeenth every man in the yard had to have a card of the National union, otherwise he would be instantly discharged. Those cards bore the name of Geo. Davie. Mr. Davie denies having any knowledge of it, although he admits further in his testimony that it had been shown to him and that he had permitted same to be posted outside the yard. On the morning of the seventeenth all International men refused to take a card of the other union. It is on the following Monday, July 22, that they have been informed that 10 of their men were going to be discharged on Thursday, twenty-fifth, and they were discharged, on that date as they had been informed. On the morning of the twenty-sixth, 240 men refused to go back to work unless the 10 men were reinstated, and they are still out. Mr. Davie said in his testimony that it was not a shipyard he was running; it was more of a hospital. He was then operating his plant with men of the National union.

It is clear in my mind that these men have not been discharged for neglecting their duty and that they should have been reinstated pending investigation.

SITUATION IN SOREL.

I sincerely regret that the majority, and, in fact, all the employers in Sorel, refused to come to an understanding with their employees, and I fail to see how the majority of the Commission did not see fit to make some recommendation for Sorel. Sorel is a town of about 10,000 population, with one industry, shipbuilding, and the building of boilers and engines for the ships. The men are the lowest paid on the continent in that industry. They have not had in the past any organization to protect them, and have, therefore, been more like slaves than free men. They have always been compelled to work for whatever they could get. As a result they are yet building ships for 30 cents per hour and work 10 hours per day. The majority of the Commission based their judgment on the principle that the majority of them own their own houses and have gardens. If we take into consideration the wages that have been paid and are paid yet, one can imagine the kind of house and garden they possess, and I personally protest against any system which penalizes a man in granting him low wages for all time because of his thrift in the past; and then it is not the majority that own their own houses and have gardens. The cost of living in Sorel is just as high as it is in other places in the province, while foodstuffs are as dear in Sorel as in Montreal. One can safely say that clothing and coal are dearer in Sorel than in Montreal, so I fail to see any reason why the majority of the Commission refuses to recommend an increase in the wages and the nine-hour day as established in other shipyards of the province. You will find in the majority report that 10 hours is the general rule, and that they are all paying about the same wages. I may say that apart from the private concerns, the Government is operating a shipbuilding and repairing yard in Sorel, and which I regret that the Commission failed to recommend an increase; more so do I regret that the Government is keeping their men under the same starving wages as the private concerns are. I hope the Government will realize the situation and pay at least what is paid in other shipyards in other parts of the province.

In conclusion I strongly recommend that some steps be taken to establish living wages and conditions based on the wages and conditions established in other shipyards of the province.

SIGNING OF AGREEMENT WITH INDEPENDENT UNIONS.

Regarding the signing of agreement between the Davie Shipbuilding Company, of Lauzon, the Tide Water Shipbuilding Company, and the Three River Shipyards of Three Rivers with independent organizations of their employees.

I wish to strongly emphasize that, in my judgment, this will lead to further and more serious industrial unrest. The Commission was charged with power to investigate the conditions over an area covering practically all yards from Montreal to Quebec, or, in other words, the St. Lawrence river shipbuilding area. As you will note by the majority report an attempt has been made to have the companies, so far as possible, standardize the minimum conditions. The International unions were shown to be the predominant factor in this area, and the majority of agreements existing between the shipbuilding companies and their employees are executed with their respective International unions. In order therefore, to standardize not only wages and hours, but also to facilitate a general interchange of workers, it is advisable that all companies should enter into agreements with the same organization. Where this is not done it is plain to be seen that immediate friction would arise when men were required in the national interest to change their place of employment from one yard to another.

The independent organizations made no efforts on their own behalf to institute this inquiry, and, further, as the membership in some cases is confined clearly to men professing one religion, no recognition should be given to agreements existing between them and the companies referred to, and the companies should be advised to immediately recognize and make agreements with the various international organizations recognized generally in this area and throughout the other shipyards of Canada.

REGISTRATION OF UNIONS.

That section of the majority report recommending the registration of trades unions should, in my opinion, be entirely eliminated. There was no evidence submitted during the inquiry to show that lack of registration was in any way connected with the industrial unrest prevailing or that the registration of trade unions would remedy any of the existing conditions.

During the great number of years that this Act has been on the statute books of Canada, the larger trade unions, for reasons of their own, have not availed themselves of the option of registering under it, and I cannot see that any good would be served by this recommendation being complied with.

Yours very truly,

(Sgd.) J. M. Walsh,
Commissioner.

Agreement between Davie Shipbuilding and Repairing Co., Ltd., and Union Nationale des Ouvriers de la Rive Sud

1. Nine hours shall constitute a day's work and shall be worked from 7 a.m. to 12 noon and from 1 p.m. to 5 p.m. from Monday to Saturday inclusive.

2. All overtime shall be paid at the rate of time and one-half on new construction, and at the rate of double time on repairs, and all work on Sundays and the following Dominion holidays, to wit: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, shall be paid as double time whether on repairs or new construction.

3. Night shifts shall be worked from 7 p.m. to midnight and from 1 a.m. to 6 a.m., Monday to Friday. For all time worked outside of these nights overtime shall apply.

4. Should a man work on a shift to mid-day and then be notified to cease work and return to start on night shift, that night he shall be paid overtime rates for that night only.

5. The management will not discriminate against any employee or committee of employees who may from time to time be elected to represent their craft.

6. In the event of any disputes arising between the parties to this agreement, it must be referred to those interested as herein provided for, and no strike or lockout shall take place until such time as it is found that it is impossible to adjust same satisfactorily.

All complaints and grievances must first be reported to the foreman in charge of such work or department, who shall endeavour to adjust same; failing an adjustment, the matter shall be taken up with the works manager or general superintendent by a shop committee of the men and their representative, and they shall endeavour to reach a settlement. In the event of their inability to reach a successful adjustment of the dispute or grievance, the same shall be referred to the decision of three arbitrators, one to be chosen by the men or their representative, one by the company, and the third by these two, and, in the event of their not being able to agree, the third arbitrator shall be named by a judge of the Superior Court in Quebec.

7. To avoid strikes and to bring about satisfactory conditions, the business agent of the unions will be allowed free access to the yards or shops, when necessary, provided he will not interfere or cause the men to neglect their work, and provided he obtains permission from the company before entering the premises.

8. In the event of there being any shortage of labour from any cause, such as insufficient supply of men, the local unions will endeavour to supply, as far as possible, competent men from other districts.

9. In consideration of this agreement it is distinctly understood that the yards and shops are to be run on the principle of open shop, and the company shall be free to engage both union and non-union men.

10. The minimum scale of wages per hour shall be as follows:

Ship-fitters, Sr.	80-60	cts. per hr.
Ship-fitters, Jr.	51-48-42 & 36	"
Ship-fitters' helpers	36-32 & 27	"
Ship riggers	43	"
Ship riggers' helpers	32	"
Riveters, Sr.	48	"
Riveters, Jr.	43	"
Holders-on, Sr.	39	"
Holders-on, Jr.	35	"
Rivet heaters, Sr.	32	"
Rivet heaters, Jr.	23 & 20	"
Air drillers	36	"
Air drillers' helpers	32	"
Caulkers and chippers, Sr.	48	"
Caulkers and chippers, Jr.	43	"
Labourers	32	"
Carpenters, Sr.	48	"
Carpenters, Jr.	43	"
Joiners, Sr.	48	"
Joiners, Jr.	43	"
Pattern makers	51½ & 43	"
Mechanics	43	"
Pipe fitters	43	"
Electricians	41½	"
Electricians' helpers	36	"
Blacksmiths	55-48 & 43	"
Blacksmiths' helpers	36	"
Painters	43 & 36	"
Furnace slab men	60	"
Furnace slab helpers	45-36 & 32	"
Oxy. acety. cutter	55	"
Oxy. acety. cutters' helpers.	35	"
Locomotive engineer	45	"
Locomotive brakemen	32	"
Donkey engineer	39	"
Ship engineer	48	"
Craneman	45	"
Fireman	43	"
Coal trimmer	39	"
Boilermakers	48	"
Punchers	48 & 43	"
Puncher helpers	36 & 32	"
Shearers	48 & 43	"
Shearers' helpers	36 & 32	"
Counter sinkers	36	"
Rollers	51½ & 40	"
Roller helpers	32	"
Planer	43	"
Planer helper	32	"
Teamster and carters	48-36 & 32	"
Watchmen	36	"
Water carriers	20	"

11. This agreement will take effect on September 1, 1918, and shall continue during the duration of the war subject only to such changes in rate of pay as fluctuation in cost of living may justify, such adjustment to be made as from February 1, 1918, until February 1, 1919, and according to the fluctuation of the cost of living as will be shown by the official report of the LABOUR GAZETTE for that period.

12. There may be one apprentice to every five journeymen or majority fraction thereof, and he shall serve at least four years.

Signed and executed in triplicate at the city of Montreal, this seventh day of September, 1918.

Davie Shipbuilding and Repairing Co., Ltd.:

(Sgd.) GEORGE D. DAVIE,
General Manager.

Union Nationale des Ouvriers de la Rive Sud:

(Sgd.) JOSEPH GUERIN,
Président.

(Sgd.) EDWARD FORTIN,
Secrétaire.

(Sgd.) JOSEPH CATONA,
Agent d'Affaire.

In the presence of:

(Sgd.) F. S. MACLENNAN,
Chairman, Royal Comm.

(Sgd.) THOMAS ROBB,
Commissioner.

(Sgd.) J. M. WALSH,
Commissioner.

Agreement between Quinlan and Robertson, Limited, and United Brotherhood of Carpenters and Joiners, Local Union No. 730.

1. Nine hours shall constitute a day's work, and shall be worked from 7 a.m. to 12 noon, and from 1 p.m. to 5 p.m., from Monday to Saturday inclusive.

2. All overtime shall be paid at the rate of time and one-half, which will also be paid Sundays and Dominion holidays, including New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day, except for work on the ships on Sundays and the aforesaid holidays, for which double time will be paid.

3. Night shifts shall be worked from 7 p.m. to midnight, and from 1 a.m. to 6 a.m., Monday to Friday. For all time worked outside of these nights overtime shall apply.

4. Should a man work on a shift to mid-day and then be notified to cease work and return to start on night shift that night, he shall be paid overtime rates for that night only.

5. The management will not discriminate against any employee or committee of employees who may from time to time be elected to represent their craft.

6. In the event of any disputes arising between the parties to this agreement, it must be referred to those interested as herein provided for, and no strike or lockout shall take place until such time as it is found that it is impossible to adjust same satisfactorily.

All complaints and grievances must first be reported to the foreman in charge of such work or department, who shall endeavour to adjust same; failing an adjustment, the matter shall be taken up with the works manager or general superintendent by a shop committee of the men and their representative, and they shall endeavour to reach a settlement. In the event of their inability to reach a successful adjustment of the dispute or grievance, the same shall be referred to the decision of three arbitrators, one to be chosen by the men or their representative, one by the company, and the third by these two, and, in the event of their not being able to agree, the third arbitrator shall be named by a judge of the Superior Court in Quebec.

7. To avoid strikes and to bring about satisfactory conditions, the business agent of the unions will be allowed free access to the yard or shops, when necessary, provided he will no

interfere or cause the men to neglect their work, and provided he obtains permission from the company before entering the premises.

8. In the event of there being any shortage of labour from any cause, such as an insufficient supply of men, the local union will, on application of the company, endeavour to supply, as far as possible, competent men from other districts.

9. In consideration of this agreement it is distinctly understood that the yards and shops are to be run on the principle of open shop and the company shall be free to engage both union and non-union men.

10. The minimum scale of wages per hour shall be as follows:

Carpenters, minimum wages.....	45c per hour
Shipwrights, " "	45c per hour
Joiners, " "	45c per hour

11. This agreement shall apply to the company's shipbuilding yards and shops only.

12. This agreement will take effect on September 1, 1918, and shall continue during the duration of the war, subject only to such changes in rate of pay as fluctuation in cost of living may justify, such adjustment to be made as from February 1, 1918, until February 1, 1919, and according to the fluctuation of the cost of living as will be shown by the official reports of the LABOUR GAZETTE for that period.

13. There may be one apprentice to every five journeymen or majority fraction thereof, and he shall serve at least four years.

Signed and executed in triplicate at the city of Montreal, this ninth day of September, 1918.

(Sgd.) QUINLAN & ROBERTSON, LTD.,
Per A. W. Robertson,
Vice-President.

(Sgd.) ALFRED ROBITAILLE,
Agent d'Affaire, Local 730,
Charpentiers-menuisiers.

In presence of:

(Sgd.) F. S. MACLENNAN,
Chairman, Royal Comm.

(Sgd.) THOMAS ROBB,

(Sgd.) J. M. WALSH,
Commissioners.

Agreement between Quebec Shipbuilding and Repair Company, Limited, and United Brotherhood of Carpenters and Joiners, Local Union No. 730

1. Nine hours shall constitute a day's work, and shall be worked from 7 a.m. to 12 noon, and from 1 p.m. to 5 p.m., from Monday to Saturday inclusive.

2. All overtime shall be paid at the rate of time and one-half, which will also be paid Sundays and Dominion holidays, including New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day, except for work on ships on Sundays and the aforesaid holidays, for which double time will be paid.

3. Night shifts shall be worked from 7 p.m. to midnight, and from 1 a.m. to 6 a.m., Monday to Friday. For all time worked outside of these nights overtime shall apply.

4. Should a man work on a shift to mid-day and then be notified to cease work and return to start on night shift, that night he shall be paid overtime rates for that night only.

5. The management will not discriminate against any employee or committee of employees who may from time to time be elected to represent their craft.

6. In the event of any disputes arising between the parties to this agreement, it must be referred to those interested as herein providd for, and no strike or lockout shall take place until such time as it is found that it is impossible to adjust same satisfactorily.

All complaints and grievances must first be reported to the foreman in charge of such work or department, who shall endeavour to adjust same; failing an adjustment, the matter shall be taken up with the works manager or general superintendent by a shop committee of the men and their representative, and they shall endeavour to reach a settlement. In the event of their inability to reach a successful adjustment of the dispute or grievance, the same shall be referred to the decision of three arbitrators, one to be chosen by the men or their representative, one by the company, and the third by these two, and, in the event of their not being able to agree, the third arbitrator shall be named by a judge of the Superior Court in Quebec.

7. To avoid strikes and to bring about satisfactory conditions, the business agent of the unions will be allowed free access to the yards or shops, when necessary, provided he will not interfere or cause the men to neglect their work, and provided he obtains permission from the company before entering the premises.

8. In the event of there being any shortage of labour from any cause, such as an insufficient supply of men, the local union will, on application of the company, endeavour to supply, as far as possible, competent men from other districts.

9. In consideration of this agreement it is distinctly understood that the yards and shops are to be run on the principle of open shop, and the company shall be free to engage both union and non-union men.

10. The minimum scale of wages per hour shall be as follows:

Carpenters,	minimum wages.....	45c per hour
Shipwrights,	" "	45c per hour
Joiners,	" "	45c per hour

11. This agreement shall apply to the company's shipbuilding yards and shops only.

12. This agreement will take effect on September 1, 1918, and shall continue during the duration of the war, subject only to such changes in rate of pay as fluctuation in cost of living may justify, such adjustment to be made as from February 1, 1918, until February 1, 1919, and according to the fluctuation of the cost of living as will be shown by the official reports of the LABOUR GAZETTE for that period.

13. There may be one apprentice to every five journeymen or majority fraction thereof, and he shall serve at least four years.

Signed and executed in triplicate at the city of Montreal, this ninth day of September, 1918.

Quebec Shipbuilding and Repair Co., Ltd.:

(Sgd.) E. A. CARTER,
Vice-President.

(Sgd.) ALFRED ROBITAILLE,
Agent d'Affaire, Local 730,
Charpentiers-menuisiers.

In the presence of:

(Sgd.) F. S. MACLENNAN,
Chairman, Royal Comm.

(Sgd.) THOMAS ROBB,

(Sgd.) J. M. WALSH,
Commissioners.

Agreement between Tidewater Shipbuilders, Limited, and the Catholic Labour Corporation of Three Rivers

1. A day's work shall consist of nine hours, commencing at 7 a.m. until noon, and from 1 p.m. until 5 p.m., from Monday to Saturday, inclusive.

2. All overtime shall be paid at the rate of time and one-half, and this rate will also be paid for Sundays and Government holidays, viz., New Year's Day, Good Friday, Feast of St. John the Baptist, All Saints Day, Labour Day, Ascension Thursday, Christmas, Immaculate Conception, except for work done on board steamers on the days mentioned, for which double time shall be paid.

3. Night shifts shall work from 7 p.m. until midnight, and from 1 a.m. until 6 a.m., from Monday until Friday, inclusive. For all time not included in these nights, time and one-half shall be paid.

4. In a case where a man having worked on a night shift, ending at noon, is notified at that time to cease work and return to work with the night shift, he shall be paid at the rate of overtime for the time he has worked at night.

5. The management shall make no discrimination whatever against any employee or committee of employees who may be elected from time to time to represent their trade.

6. In the event of a misunderstanding arising between the parties to this contract, this misunderstanding shall be referred to the persons interested, as hereinafter described, and no strike or lockout may take place until it has been found impossible to adjust the differences to the satisfaction of all concerned.

7. All complaints and grievances must be reported in the first place to the foreman in charge of the work or the department, who will endeavour to adjust the matter. If the trouble cannot be settled, it must be reported to the works manager or to the general superintendent, which shall be done by a committee of employees and their representative, and they shall endeavour to adjust the difficulty. In the event of it being found impossible to adjust the difficulty satisfactorily, the matter must be referred to three arbitrators, one of whom shall be selected by the men and their representative, one by the company, and the third by the representatives and the company. If these cannot come to an understanding, the third arbitrator shall be appointed by a judge of the Superior Court of Three Rivers.

7. In the event of there being a shortage of workmen from any cause whatsoever, such as insufficient number of men, the C.O.C., at the request of the company, must endeavour to supply, as much as possible, competent men from another district.

8. In consideration of this agreement it is expressly understood that the construction camp and the works of the company shall be run on the "open shop" basis and the company shall be free to engage the men it may deem necessary.

9. The minimum scale of wages shall be as follows:

Carpenters,	minimum wages..	45c per hour
Ship carpenters,	" " ..	45c per hour
Carpenter-joiners,	" " ..	45c per hour
Caulkers,	" " ..	45c per hour

10. This agreement shall apply only to the company's plant.

11. This agreement shall be effective from September 1, 1918, and shall continue for the duration of the war, subject only to such changes in rates of pay as may be justified by the fluctuations in the cost of living, such adjustment to be based on the cost of living as it was on February 1, 1918, compared with February 1, 1919, and according to the fluctuation of the cost of living as published in the official reports of the LABOUR GAZETTE for the same period.

12. There may be an apprentice for each group of five workmen or for a group of more

than five, and this apprentice shall serve as helper for at least four years.

13. The superintendent shall have the right to determine, according to reports furnished by the foremen of the company, those who are to be classed in the schedule above mentioned.

Signed and delivered in triplicate at the city of Three Rivers, this twenty-third day of September, 1918.

Tidewater Shipbuilders, Ltd.:
(Sgd.) R. Duguid.
La Corporation Ouvrière Catholique:
(Sgd.) Emery Bergeron, President.
(Sgd.) F. K. Dussault, Secretary.
In the presence of:
(Sgd.) W. J. Gerrard, C.E., Secretary, Royal Comm.

Agreement between The Three Rivers Shipyards, Limited, and La Corporation Ouvrière Catholique de Trois Rivières.

1. A day's work shall consist of nine hours, and shall commence at 7 a.m. until noon, and from 1 o'clock p.m. until 5 p.m., from Monday until Saturday inclusive.

2. All overtime shall be paid at the rate of time and one-half, and this rate shall be paid also on Sundays and Dominion holidays, including New Year's Day, Good Friday, Feast of St. John the Baptist, All Saints Day, Labour Day, Ascension Thursday, Christmas, Immaculate Conception, except for work done on board steamers on Sundays and holidays above mentioned, which shall be paid double time.

3. Night shifts shall work from 7 p.m. until midnight, and from 1 a.m. until 6 a.m., from Monday until Friday inclusive. For all time not included in these nights, time and one-half shall be paid.

4. In a case where a man has worked on a shift ending at noon and is then notified to cease work and to return to work with the night shift, he shall be paid at the rate of overtime for the night work he has done.

5. The management shall make no discrimination whatever against any employee or committee of employees who may be elected from time to time to represent their trade.

6. In the event of a misunderstanding arising between the parties to this contract, such misunderstanding shall be referred to the persons interested, as hereinafter described, and no strike or lockout may take place until it has been found impossible to adjust the difference to the satisfaction of all concerned.

7. All complaints and grievances must be reported in the first place to the foreman in charge of the work or the department, who will endeavour to adjust the matter. If the trouble cannot be settled, it must be reported to the works manager or to the general superintendent, which shall be done by a committee of employees and their representative, and they shall endeavour to adjust the difficulty. In the event of it being found impossible to adjust the trouble satisfactorily, the matter must be referred to three arbitrators, one of whom shall be selected by the men and their representative, one by the company, and the third by the representatives and the company. If these cannot come to an agreement, the third arbitrator shall be appointed by a judge of the Superior Court of Three Rivers.

7. In the event of there being a shortage of workmen from any cause whatsoever, such as insufficient number of men, the C.O.C., at the request of the company, must endeavour to supply as many competent men as possible from another district.

8. In consideration of this agreement it is expressly understood that the construction camp and the works of the company shall be run on an "open shop" basis, and the company shall be free to engage the men it may deem necessary.

9. The minimum scale of wages shall be as follows:

Carpenters,	minimum wages..	45c per hour
Ship carpenters,	" " ..	45c per hour
Carpenter-joiners,	" " ..	45c per hour
Caulkers,	" " ..	45c per hour

10. This agreement shall apply only to the company's plant.

11. This agreement shall be effective from September 1, 1918, and shall continue for the duration of the war, subject only to such changes in rates of pay as may be justified by fluctuations in the cost of living, such adjustment to be based on the cost of living as it was on February 1, 1918, compared with February 1, 1919, and according to the fluctuations of the cost of living as published in the official reports of the Labour Gazette for the same period.

12. There may be an apprentice for each group of five workmen or for a group of more than five, and this apprentice shall serve as help for at least four years.

13. The superintendent shall have the right to determine, according to reports furnished by the foremen of the company, those who are to be classed in the schedule above mentioned.

Signed and delivered in triplicate at the city of Three Rivers, this twenty-third day of September, 1918.

Three Rivers Shipyards Company:
(Sgd.) A. H. MacAdams, President.
(Sgd.) W. Jos. Shea, Sec.-Treasurer.
La Corporation Ouvrière Catholique:
(Sgd.) Emery Bergeron, President.
(Sgd.) F. K. Dussault, Secretary.
In the presence of:
(Sgd.) W. J. Gerrard, C.E., Secretary, Royal Comm.

Agreement between Fraser, Brace and Company, Limited, and the Montreal Marine Trades Federation

1. Nine hours shall constitute a day's work, and shall be worked from 7 a.m. to 12 noon, and from 1 p.m. to 5 p.m., from Monday to Saturday inclusive.

2. All overtime shall be paid at the rate of time and one-half, which will also be paid Sundays and Dominion holidays, including New Year's Day, Good Friday, Victoria Day, Labour Day, Thanksgiving Day, and Christmas Day, except for work on the ships on Sundays and the aforesaid holidays, for which double time will be paid.

3. Night shifts shall be worked from 7 p.m. to midnight, and from 1 a.m. to 6 a.m. Monday to Friday. For all time worked outside of these nights, overtime shall apply.

4. Should a man work on a shift to mid-day and then be notified to cease work and return to start on night shift, that night he shall be paid overtime rates for that night only.

5. The management will not discriminate against any employee or committee of employees who may from time to time be elected to represent their craft.

6. In the event of any disputes arising between the parties to this agreement, it must be referred to those interested as herein provided for, and no strike or lockout shall take place until such time as it is found that it is impossible to adjust same satisfactorily.

All complaints and grievances must first be reported to the foreman in charge of such work or department, who shall endeavour to adjust same; failing an adjustment, the matter shall be taken up with the works manager or general superintendent by a shop committee of the men and their representative, and they shall endeavour to reach a settlement. In the event of their inability to reach a successful adjustment of the dispute or grievance, the same shall be referred to the decision of three arbitrators, one to be chosen by the men or their representative, one by the company, and the third by these two, and, in the event of their not being able to agree, the third arbitrator shall be named by a judge of the Superior Court in Montreal.

7. To avoid strikes and to bring about satisfactory conditions the business agent of the unions will be allowed free access to the yards or shops, when necessary, provided he will not interfere or cause the men to neglect their work, and provided he obtains permission from the company before entering the premises.

8. In the event of there being any shortage of labour from any cause, such as an insufficient supply of men, the local union will endeavour to supply, as far as possible, competent men from other districts.

9. In consideration of this agreement it is distinctly understood that the yards and shops are to be run on the principle of open shop, and the company shall be free to engage both union and non-union men.

10. The minimum scale of wages per hour shall be as follows:

Blacksmiths	55 cents
Helpers	35 "
Electrical Workers—	
Charge hands	55 "
Journeymen	50 "
Armature winders, 1st	50 "
Helpers	35 "
Motor attendants	40 "
Cranemen (overhead)	38 "
Cranemen (jib)	35 "
Temporary light men	37 "
Power station operators, per eight hour shift	$3.50
Machinists	55 cents
Painters, decorators, paperhangers and glaziers	45 "
Sheet metal workers	55 "
United Brotherhood of Carpenters and Joiners—	
Ship carpenters	50 "
Carpenters	50 "
Caulkers	50 "
Joiners	50 "
Steamfitters and plumbers	55 "

11. This agreement shall apply to the company's shipbuilding yards and shops only.

12. This agreement will take effect on September 1, 1918, and shall continue during the duration of the war, subject only to such changes in rate of pay as fluctuation in cost of living may justify, such adjustment to be made on February 1 of each year, and according to the fluctuation in the cost of living, as will be shown by the official reports in the LABOUR GAZETTE.

13. There may be one apprentice to every five journeymen or majority fraction thereof, and he shall serve at least four years.

Signed and executed in triplicate at the city of Montreal, this fourth day of September, 1918.

For Fraser, Brace & Co., Ltd.:

(Sgd.) GEO. G. UNDERHILL,
Superintendent.

For the Montreal Marine Trades Federation:

(Sgd.) JOS. WALL,
Secretary.

In the presence of:

(Sgd.) F. S. MACLENNAN,
Chairman, Royal Comm.

(Sgd.) J. M. WALSH,
Commissioner.

(Sgd.) THOMAS ROBB,
Commissioner.

INDUSTRIAL DISPUTES DURING OCTOBER, 1918

EIGHT strikes, affecting approximately 1,086 employees, were reported as having commenced during October. There were in existence at some time or other during the month 25 strikes, directly affecting 4,801 workpeople. The total time loss on account of industrial disputes was estimated at 65,969 working days, as compared with 102,563 in September, 1918, and 42,086 in October, 1917. The time loss occasioned by the eight strikes which began in October was 11,552 working days, while a loss of 54,417 is charged to the 17 strikes commencing prior to October. Termination of disputes was reported in the case of seven of the disputes commenced prior to October. Six of the strikes which commenced during October terminated during the month, leaving the following 12 strikes, affecting approximately 1,282 workpeople, on record October 31: pottery workers, St. Johns, Que.; iron shipbuilders, Lauzon, Que.; moulders, Sarnia; painters, Toronto; pipefitters, Nobel; tailors, Brockville; knitting mill operatives, Toronto; cigarmakers, Hamilton, London, and Montreal; laundry workers, Vancouver, B.C.; waiters and waitresses, Regina; tailors, Ottawa; and telephone employees, Regina.

Disputes by Industries

The following is a review of the disputes by industries in the order in which these appear in the statistical table. A brief summary is given of the more important strikes.

MINES, SMELTERS AND QUARRIES. — There were three disputes in existence, involving 1,295 employees and a time loss of 9,307 working days. Two of the disputes were settled during the month. Work at the Fernie and Michel mines was resumed on October 8, the men accepting the order of the Director of Coal Operations providing for the single shift system and an investigation by a Provincial Royal Commission. Full particulars in regard to the terms of the order are given elsewhere in the present issue of the LABOUR GAZETTE. A strike of coal miners at Cardiff, Alta., for recognition of the union, which affected only 37 employees, was adjusted on October 9, the company conceding the men's demands. In the table under this group will be found reference to a lockout of pottery workers at St. John's, Quebec. This dispute arose as far back as the year 1913, at which time the employers affected, claiming to be unable to meet British competition in the pottery they were manufacturing, proposed to put in force a reduction in wages of approximately 25 per cent. The employees concerned, who had an agreement which had some time yet to run, refused to submit to the proposed reduction, but offered to accept a reduction of 15 per cent. The employers, however, claiming they were unable to operate at a profit unless they could put into effect the larger reduction, closed down their plant. Later on the companies were reorganized and started operations with a new labour force. As the operations of the plants concerned appeared to be no longer affected by the lockout or strike, reference to the dispute has not been carried in the LABOUR GAZETTE. Recently, however, circumstances have arisen which have brought about a revival of the difficulty, and the Department has deemed it desirable to place the dispute upon its statistical record.

METALS, MACHINERY, AND CONVEYANCES.—There were five strikes in existence in this group, involving 343 employees and a time loss of 8,873 working days. All of the strikes were carried

over from the previous month. One strike, that of machinists at Montreal, was terminated, leaving four unsettled strikes on the record at the end of the month.

WOODWORKING.—There was only one strike, involving 210 employees and a time loss of 1,050 working days. This strike—sash and door men at Winnipeg—which was carried over from the previous month, was settled early in October, the men returning upon the appointment of a Board of Arbitration.

CLOTHING.—There were two strikes in the clothing group, involving 108 employees and a time loss of 1,363 working days. One of these strikes, that of tailors at Brockville, was carried over from the previous month, and the other—tailors at Ottawa—commenced during the month. Both strikes were unterminated.

TEXTILES.—There was one strike in existence, involving 88 employees and a time loss of 2,288 working days. This was a strike of textile workers at Toronto, which was carried over from the previous month's record.

FOODS, LIQUORS AND TOBACCO.—There were two strikes, involving 71 employees and a time loss of 1,846 working days. Both of these strikes were carried over from the previous month's record and affected cigarmakers. In one case, that of cigarmakers who had been locked out at Toronto and Montreal, all of the employees with the exception of two secured work elsewhere.

TRANSPORTATION. — There were five strikes, involving 1,750 employees and a time loss of 29,210 working days. Two of these disputes—wharfmen at Quebec, and freight handlers on C.P.R., western lines—carried over from the previous month, were terminated during October. The freight handlers' strike was settled by negotiations between the parties in which the Hon. Senator Robertson assisted. It was agreed that all employees with the exception of 25 men at Calgary would be re-instated, and that the cases of the accepted men would be dealt with by the Canadian Railway Board of Adjustment. The other three strikes in this group which occurred during October were also settled during that month. These comprised street railway employees at Calgary, who had come out in sympathy with the freight handlers, conductors and motormen at Niagara Falls, who asked for the payment of wages on the basis of the McAdoo award and whose demands were granted, and about 250 elevatormen who went on strike at Fort William and Port Arthur for recognition of the union and increased wages. The elevatormen were later joined by the coal handlers. All employees returned to work October 27, upon the establishment of a Board of Conciliation and Investigation appointed under the Industrial Disputes Investigation Act.

PUBLIC UTILITIES. — There was one strike, involving 300 employees and a time loss of 2,400 working days. This was a strike of telephone employees at Regina who ceased work on being refused a revised schedule of wages or an arbitration board. The strike was unterminated at the end of the month.

MUNICIPAL EMPLOYEES. — There were two strikes, involving 261 employees and a time loss of 722 working days. Both strikes occurred during the month and affected civic employees at Calgary and firemen at Victoria. The former strike was in sympathy with that of the freight handlers at Calgary and terminated with the adjustment of that dispute. Firemen at Victoria who had presented a demand for shorter hours and increased wages were out only two days when the parties agreed to adjust the matter by negotiations.

MISCELLANEOUS. — There were three strikes in this group, two — laundry workers at Vancouver and waiters and waitresses at Regina—carried over from the previous month and unsettled at the end of October, and a strike of garbage collectors at Victoria, B.C., which occurred during the month. This strike, which affected about 35 employees and was for increased wages, lasted only three days when the men secured their demands.

INDUSTRIAL DISPUTES DURING OCTOBER, 1918

Industry or Occupation.	Particulars.	No. of employees affected	Time loss in working days
	DISPUTES COMMENCING PRIOR TO OCTOBER, 1918.		
MINES, SMELTER AND QUARRIES:—			
Coal miners, Cardiff, Alta.	Commenced September 28. For recognition of the Union, and against alleged dismissal of employee. Company recognized the Union. Work resumed October 9.	37	259
Coal Miners, Fernie & Michel, B. C.	Commenced September 4. Demand for single shift system in operation of mines. Settled by mediation through B.C. Department of Mines and Director of Coal Operations. Single shift granted. Work resumed October 8.	1,183	7,098
Pottery workers, St. John's, Que.	Commenced November, 1913. Against reduction in wages. Unterminated.	75	1,950
METALS, MACHINERY AND CONVEYANCES:—			
Iron shipbuilders, Lauzon, Que.	Commenced July 26. Demand for reinstatement of dismissed employees and for recognition of International Union. Unterminated.	239	6,814
Machinists, Montreal, Que.	Commenced March 23. Demand for increased wages and a nine-hour day. Settled by negotiations between the parties. Demands granted. Work resumed October 14.	43	473
Moulders, Sarnia, Ont.	Commenced September 12. For increased wages and recognition of union. Unterminated.	9	234
Painters, Toronto, Ont.	Commenced September 28. Protest against the use of a spraying machine. Unterminated.	22	572
Pipefitters, Nobel, Ont.	Commenced June 29. Demand for increased wages. Unterminated.	30	780
WOODWORKING:—			
Sash and door men, Winnipeg, Man.	Commenced September 27. For increased wages and a nine-hour day. Men decided to submit their differences to a Board of Arbitration. Work resumed October 7.	210	1,050
CLOTHING:—			
Tailors, Brockville, Ont.	Commenced September 3. Demand for increased wages.	13	338
TEXTILES, CORDAGE AND CARPETS:—			
Knitting mill operatives, Toronto, Ont.	Commenced June 12. Demand for increased wages. Unterminated.	88	2,288
FOODS, LIQUORS AND TOBACCO:—			
Cigarmakers, Toronto and Montreal.	Commenced May 16-20. Employees locked out. Employees secured work elsewhere.	.....	.....
Cigarmakers, Hamilton, London & Montreal.	Commenced July 11. Employees at Hamilton presented demands for increased wages and one company operating at Hamilton, London and Montreal closed its doors. General strike or lockout unterminated.	71	1,84
TRANSPORTATION:—			
Wharfmen, Quebec, Que.	Commenced August 1. For increased wages. Some employees returned, others secured work elsewhere. Shops re-opened Oct. 25.	160	3,200
Freight handlers, (C.P.R.) Calgary, Lethbridge and Western Lines.	Commenced September 21. For recognition of the Union and retroactive payment of the McAdoo award. Most of strikers re-instated cases of others referred to Railway Adjustment Board. Work resumed October 22.	1,195	18,675
MISCELLANEOUS:—			
Laundry workers, Vancouver, B. C.	Commenced September 9. For increased wages and Union conditions. Unterminated.	290	7,540
Waiters and waitresses, Regina, Sask.	Commenced September 11. Demand for reduction in working hours. Unterminated.	50	1,300
	DISPUTES COMMENCING DURING OCTOBER, 1918.		
CLOTHING:—			
Tailors, Ottawa, Ont.	Commenced October 12. Demand for a weekly wage scale and piece work. Unterminated.	95	[1,025
TRANSPORTATION:—			
Street railway employees, Calgary, Alta.	Commenced October 19. In sympathy with the freight handlers' strike at Calgary. Returned to work on termination of other strike. Work resumed October 22.	125	375
Conductors and motormen, Niagara Falls, Ont.	Commenced October 3. Men demanded payment according to McAdoo award. Demands granted, payment to date from June 1. Work resumed October 26.	20	460
Elevator men, Port Arthur and Fort William, Ont.	Commenced October 7. For recognition of union, increased wages and better working conditions. The men returned to work pending findings of a Conciliation Board under I. D. I. Act. Work resumed October 27.	250	6,500
PUBLIC UTILITIES:—			
Telephone employees, Regina, Sask.	Commenced October 23. Government refused to grant Arbitration Board or accept schedule of wages. Unterminated.	300	2,400
MUNICIPAL EMPLOYEES:—			
Civic employees, Calgary, Alta.	Commenced October 18. In sympathy with freight handlers' strike at Calgary. Work resumed October 22.	200	600
Firemen, Victoria, B.C.	Commenced October 1. For shorter hours and increased wages. Settled by negotiations between the parties. Work resumed October 3.	61	122
MISCELLANEOUS:—			
Garbage collectors, Victoria, B.C.	Commenced October 18. For increased wages. Increase granted. Work resumed October 21.	35	70

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

APPLICATION was made to the Canadian Railway Board of Adjustment No. 1 for an interpretation of its rulings on Case No. 2, concerning the Canadian Pacific Railway Company and its commercial telegraphers, an account of which is given on page 821 of the October issue of the LABOUR GAZETTE. There were two points on which information was desired. The first was as to the meaning of the following words in Article No. 1: "Not including agents, wire chiefs, traffic supervisors or traffic chiefs having authority to hire or discipline employees." The second point was as to the basis for computation of staff percentages in so-called "Percentage Offices", the employees asking whether the percentage of staff should be determined by the total number of telegraphers, both Morse and Morkrum employed in the offices or based on the Morse telegraphers alone.

Supplement No. 1 to case No. 2

With regard to Article No. 1, the interpretation of the Board was as follows: "It was contemplated by this language that some of the above specified employees would be included in the schedule, but not such chiefs, agents, or others specified as having official authority to hire or discipline employees. The Board asumed that the Company and the Committee would jointly decide for each point what employees could consistently be regarded as having authority to hire or discipline employees, and we now recommend that such action be taken."

With regard to the computation of staff percentages the Board ruled that Morse telegraphers only are to be taken into account, but without prejudice to future negotiations.

Case No. 3.—T. H. & B. Railway and Conductors and Trainmen

The third case was submitted to the Canadian Railway Board of Adjustment No. 1 by the Toronto, Hamilton & Buffalo Railway and the Order of Railway Conductors and the Brotherhood of Railroad Trainmen. Decisions were rendered on four questions that were put to the Board. The first was as to the rates of pay of passenger conductors and trainmen in the Hamilton-Waterford and Dunnville Branch Services. It was claimed by the company that in December, 1915, there were in effect different rates of pay, specially agreed upon, which were somewhat lower than the standard rates for passenger train service in the territory, and that the increases established by General Order 27* should be applied on these rates. The men contended, on the other hand, that the rates of pay having been brought to the standard basis by negotiation since 1915, it would not be in accord with the spirit of General Order 27 to so apply it as to produce rates of pay lower than standard rates in the locality for such services. The decision of the Board was to the effect that the rates paid to conductors and trainmen on these lines having, since December, 1915, by mutual agreement, been brought to a standard basis and applied to all passenger service, the base rates to which the increases established by General Order 27 are to be applied for the services in question shall be the standard rates for "all other assigned passenger service" as existing in December, 1915, as it would be inadvisable to recreate inequalities that had been removed by mutual agreement.

The second question was with re-

*For text of General Order see LABOUR GAZETTE, June, 1918, pp. 432-9.

ference to what rates should apply to men employed in yard service. In December, 1915, the yardmen on the T. H. & B. were paid one cent per hour less than the so-called first class standard yard rate, but on July 1, 1916, they were given one cent per hour increase, bringing their pay up to the standard rate. The company contended that the increases should be added to the rates actually in effect on December 31, 1915, while the men contended that the increases should be applied on the revised rates of July 1, 1916. The decision of the Board was that the yard rates claimed by the men should be applied, as it would be inadvisable to recreate inequalities in yard rates that had been eliminated by mutual agreement.

The third question was as to the rate for brakemen in the local passenger service between Hamilton and Waterford. The company contended that they should not be required to pay an increased differential rate to this brakeman, but that the passenger brakeman's rate should apply. The men claimed that the brakemen on these runs should be paid an increased rate equal to that of flagmen on the Michigan Central Railway, on the ground that there was only one brakeman on these trains, who was required to perform the duties of flagman in addition to his other duties. The Board sustained the contention of the company, as there is no generally recognized increased flagman's rate on the T. H. & B. or other Canadian lines.

The fourth question was as to the date when General Order 27 should become effective on the T. H. & B. Railway for conductors, trainmen and yardmen. The company contended that a communication addressed to them on December 1, 1917, was not in reality a notice for a revision of the schedule, but that a revised notice was served by the men dated June 24, 1918, and the increased rates should therefore date from July 24, 1918, thirty days after the notice. The men claimed that they had served notice on the company for a revision of their schedule on December 1, 1914, and therefore the increased rate should date from January 1, 1918. The Board decided that the new rates should become effective from May 1, 1918.

Case No. 4.—C. P. R. Company and Locomotive Engineers and Firemen

Case No. 4 had to do with the base rates on which to calculate the increases in wages of locomotive engineers and firemen on the western lines of the Canadian Pacific Railway. It appears that on July 11, 1918, the locomotive engineers on these lines requested the company to grant increases on schedule rates that would correspond with increases awarded by the United States Railroad administration to be effective as of January 1, 1918, at the same time requesting changes in the rules governing initial and final terminal delay. The company offered to make the new rates effective from August 1, 1918. On August 22, the engineers and firemen submitted a joint proposal for higher rates of pay, and, on September 7 the company advised the men that they were agreeable to applying the rates in General Order 27 and supplements thereto to their schedule of rates as awarded in 1915 and applied in 1916, effective August 1, 1918. The company contended that the increases provided for in the Award should be applied to the schedules in effect in December, 1915, but they were

willing to concede the application of the awarded increases to the engineers' and firemen's schedules which were made effective February, 1916, as the result of an arbitration decision of 1915. The engineers contended that the percentage increases provided for in General Order 27 should be added to the increased rates for engineers made effective by a later schedule revision in 1917.

The decision of the Board was that the memorandum of agreement of August 7, 1918, contemplates that the application of the increases provided for in General Order No. 27 shall be based upon the rates for the various classes of service as in effect December 31, 1915, and that any increased rates made effective during 1916 or 1917 can only be regarded as part payment on account of increases granted by General Order No. 27, except as provided in Supplement No. 1 to the Order, which reads:

"(15) Where wages were increased through arbitration or other general negotiations, which cases were definitely closed out prior to December 1, 1915, but which for any reason were not put into effect until after January 1, 1916, the increases fixed by General Order No. 27 will be applied to such basis of wages as if they were in effect in December, 1915."

In giving this decision the Board pointed out that the arguments offered on behalf of the Brotherhood of Locomotive Engineers indicated some misapprehension regarding the intent of certain provisions of the agreement of August 7, 1918, under which the Canadian Railway Board of Adjustment No. 1 was created. Article 7 of this agreement provides that wages and hours established by General Order No. 27 and amendments thereto shall be incorporated into existing agreements on the several railways. This, according to the Board, does not mean that the percentage increases as provided by the Order (to be applied to rates of pay in effect in December, 1915) should be added to rates named in existing agreements, if such rates have been increased since 1915, otherwise than in accordance with supplement No. 1 to General Order 27.

Case No. 7.—C. P. R. Company and Maintenance of Way Employees

Case No. 7 deals with the employment of Oriental labour. From the joint statement of both parties, it appears that on the British Columbia Division of the Canadian Pacific Railway certain Orientals are employed as sectionmen or in other service. Heretofore Oriental employees engaged in the Maintenance of Way or Bridge and Building Departments had not been regarded as being included in the provisions of the schedule governing that service. Prior to February 1, 1918, the following article was included in the schedule.

"Section 1.—By permanent Maintenance of Way Employees is meant employees who take their orders from the roadmasters and bridge and building masters on such parts of the line as are open for traffic, and who have been in the maintenance of way service continuously for one year or more, or who have had one year's cumulative service during the three years immediately preceding, and who will hereinafter be referred to as 'Employees.' Labourers in extra gangs, unless engaged practically all the year round, will not be ranked as permanent employees."

Since February 1, 1918, this section was changed to read as follows:

"Section 1.—By maintenance of way employees is meant employees working in the track and bridge and building department, for whom rates of pay are provided in this schedule, who have been in the service continuously for three months or who have had three months' cumulative experience in the three years immediately preceding. Labourers in extra gangs, unless those practically engaged all the year round, will not be considered as coming under this schedule."

It was held by the company that under the schedule existing prior to February 1, 1918, no claim had been made by the Maintenance of Way Organization that it applied to Orientals, and that in the schedule that became effective on February 1, 1918, there was no change in the wording to justify the claim that the Orientals who had been excluded by previous practice and understanding had been brought within the provisions of the schedule. It was further claimed that the officers of the company who conducted the negotiations in connection with the framing of the new schedule received no understanding to the effect that the requested and adopted changed language of section 1 was intended to include Orientals who had beeen excluded from the provisions of the old schedule.

It was claimed by the men "That the schedule rates for the various classes of employees specified in the schedule apply to the individual employee performing the service in the class without regard to whether the individual was black, white or yellow."

In delivering their decision, it was stated by the Board that at the hearing representatives of the employees advised that there had been no change in section 1, as incorporated in the schedule of February 1, 1918, that included or was intended to include the specific claim of the organization to represent Oriental labour. They further advised that the claim made by the organization on behalf of Oriental labour at this time was chiefly on account of the fact that the laws of the organization had been recently changed so as to permit admission to membership of Orientals. The finding of the Board, therefore, was that in this particular case Orientals had been excluded from the provisions of previous schedules and understandings between the company and the committee representing the maintenance of way employees, and that as there had been no changed understanding reached by mutual discussion at the conference preceding the adoption of the latest schedule revision, it would appear reasonable and consistent to hold that the same conditions relative to the representation of Orientals were to continue in effect. It was pointed out, however, that General Order No. 27 and supplement No. 8 thereto made it quite clear that the same rate of wages should be paid for the same class of work in the same territory, and the Board therefore ruled that the Oriental labour should be placed on the same basis under the provisions of the schedule as other maintenance of way employees as of September 1, 1918, the date upon which supplement No. 8 became effective.

REGULATIONS GOVERNING PROCEDURE OF THE LABOUR BOARD OF APPEAL, ESTABLISHED UNDER ORDER-IN-COUNCIL 1743

THE Minister of Labour has approved the following regulations governing the procedure of the Board of Appeal, lately established under paragraph 17 of Order-in-Council 1743,* to hear appeals from the findings of Boards of Conciliation, appointed under the Industrial Disputes Investigation Act, 1907.

Regulations

1. No appeal shall be permitted unless the Minister receives notification therof within 30 days after the representatives of the parties to the dispute shall have received copies of the findings of the Board of Conciliation and Investigation from which appeal is being taken; provided that the period of thirty days may be extended if, before the expiry, the Minister is notified that an appeal is contemplated and the arrangements for the same are under way.

2. The party appealing shall forward to the Registrar of Boards of Conciliation and Investigation a statement setting forth clearly the portion of the findings or of the report of the Board of Conciliation and Investigation against which appeal is being made, and the reason for such appeal.

3. The Registrar shall, on receipt of the statement of appeal, forthwith notify the chairman of the Board of Appeal of the receipt of such statement, and shall transmit to each member of the Board a copy of the findings of the Board of Conciliation and the statement of appeal, and shall forward to the chairman of the Board of Appeal such other documents and information as may be deemed to bear thereon.

4. The chairman of the Board of Appeal shall, on receiving the copy of the findings of the Board of Conciliation and the statement of appeal, take immediately the steps necessary to have the same considered and dealt with by the Board, and the Board shall with all due expedition pass on the matters in appeal and render their decision.

5. Three members of the Board, consisting of the chairman and one nominee of the Trades and Labour Congress and one nominee of the Canadian Manufacturers' Association, shall constitute a quorum. If the full Board is not present no decision shall be rendered unless the members present are unanimous, and in case of disagreement the matter shall be considered by the full Board.

6. In the event of any member of the Board being unable to act on the hearing of any appeal, on account of illness, absence, or other inability to be present, such member shall be replaced for such appeal by a substitute appointed by the Minister on the recommendation of the body recommending the member who is unable to act.

7. A permanent member of the Board may not sit on an appeal in which the institution he is connected with is interested or would be directly affected by the findings of the Board.

8. The members of the Board shall be remunerated for their services and be paid their travelling and hotel expenses at the rates provided for members of Boards of Conciliation under the Industrial Disputes Investigation Act, 1907.

9. A copy of the findings of the Board shall be forwarded to the Registrar of Boards of Conciliation and Investigation, and shall be filed with the report to which the appeal relates, and the Registrar shall forward the parties each a copy of the said findings.

10. No member of the Board shall communicate the findings of the Board to any person except to the Minister without the latter's consent.

Personnel of Board

The personnel of the Board, as stated in previous issues of the LABOUR GAZETTE, is as follows:

Chairman: Hon. Justice F. S. Maclennan, of Montreal.

For the Canadian Manufacturers' Association: S. R. Parsons, of the British American Oil Company, Toronto, and G. H. Duggan, of the Dominion Shipbuilding Company, Montreal.

For the Trades and Labour Congress of Canada: John W. Bruce, of Toronto, and Gustave Francq, of Montreal.

*For text of Order-in-Council 1743, see LABOUR GAZETTE, August, 1918, pp. 616-8.

MEMORANDUM OF AGREEMENT CREATING THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

SOME confusion having arisen in the public mind in regard to the creation, purposes and functions of the Canadian Railway Board of Adjustment No. 1, it is desirable that a brief statement on these points should precede the Memorandum of Agreement printed below.

In the first place, it should be emphasized that the Board of Adjustment must not be confused with the Canadian Railway War Board. The latter Board is an association of the Canadian Railways, through which joint action is taken in connection with important transportation matters affecting the operation of all railway systems throughout the country. It is composed of railway officers who represent and act for practically all railway lines in Canada.

In August, last, an agreement was made between the Canadian Railway War Board and the representatives of six railway Brotherhoods, which provided that an equipartizan board, to be known as the Canadian Railway Board of Adjustment No. 1, should be created for the period of the war, to which should be referred for settlement all railway labour disputes that may arise during that period and that cannot be promptly adjusted between the officers and employees of the railways concerned. It was also provided that the Board of Adjustment should render decisions on all matters of controversy arising out of interpretations of the McAdoo award, and other future wage agreements that may be made.

As the Railway War Board takes joint action for all railways, the representatives of the railways on the Board of Adjustment were selected by the Railway War Board. Beyond this the official connection of the two boards does not go. For the sake of convenience during the formative period of the Adjustment Board, the staff and offices of the War Board were placed at its disposal, but the Board of Adjustment has now appointed its own secretary and has entirely separate offices.

The full text of the Agreement creating the Board of Adjustment, together with a list of the members, follows:

Text of agreement

Memorandum of agreement made between The Canadian Railway War Board, acting for the Railways of Canada, members thereof, of the one part; and

The Brotherhood of Locomotive Engineers, The Brotherhood of Locomotive Firemen and Enginemen, The Order of Railway Conductors, The Brotherhood of Railroad Trainmen, The Order of Railway Telegraphers and The International Brotherhood of Maintenance of Way Employees, acting for the said classes of employees on the said railways, of the other part.

Whereas the parties hereto in united desire to avoid disputes or misunderstandings which would tend to lessen the efficiency of transportation service in Canada during the war have resolved upon the appointment of a Board composed of members to be selected as hereinafter prescribed, which shall have full power and authority to determine all differences which may arise between any of the said railways and any of the classes of its employees above mentioned and which shall not be promptly adjusted between the officers and employees of the railway concerned, including the interpretation or application of wage schedules or agreements, and the application to the railways of Canada of General Order No. 27 of the Director General of the United States Railroad Administration; with authority to make such amendments or additions in line with such amendments or additions as may be made thereto for the railroads in the United States as may be necessary, having due regard to the rights of the several classes of employees and of the railways respectively.

Now therefore it is agreed by and between the parties as follows:—

1. There shall be at once created a Board to be known as Canadian Board of Adjustment No. 1 to consist of twelve members, six to be selected by the Canadian Railway War Board, and compensated by the railways and six by the executive

officers of the organizations of employees hereinbefore named and compensated by such organizations.

2. The Canadian Board of Adjustment No. 1 shall meet in the City of Montreal within fifteen days after the selection of its members and select a Chairman and a Vice Chairman, who shall be members of the Board. The Chairman or Vice Chairman will preside at meetings of the Board, and both will be required to vote upon the adoption of all decisions by the Board.

3. The Board shall meet regularly, at stated times each month and continue in session until all matters before it are considered.

4. Unless otherwise mutually agreed, all meetings of the Board shall be held in the City of Montreal; provided, that the Board shall have authority to empower two or more of its members to conduct hearings and pass upon controversies when properly submitted at any place designated by the Board; provided further, that such division of the Board will not be authorized to make final decision. All decisions shall be made, approved or ratified by the Board as herein provided.

5. Should a vacancy occur in the Board for any cause such vacancy shall be immediately filled by the same appointive authority which made the original selection.

6. The Canadian Board of Adjustment No. 1 shall render decisions on all matters of controversy arising from interpretations of wage agreements and other matters in dispute as provided in the preamble hereof, and when properly submitted to the Board.

7. Wages and hours established by General Order No. 27 of the Director General of the United States Railroad Administration and amendments thereto shall be incorporated into existing agreements on the several railways and should differences arise between the management and the employees on any of the railways as to such incorporation, such question of differences shall be decided by the Canadian Board of Adjustment No. 1 when properly presented thereto.

8. Personal grievances or controversies arising under interpretation of wage agreements and all other disputes arising or now properly pending between officials of a railway and its employees covered by this understanding will be handled in their usual manner by general committees of the employees up to and including the chief operating officer of the railway (or some one officially designated by him) when, if an agreement is not reached, the chairman of the general committee of employees may refer the matter to the executive officer of the organization concerned, and if the contention of the employees' committee is approved by such executive officer, then the chief operating officer of the railway and the executive officer of the organization concerned shall refer the matter with all supporting papers, to the Canadian Board of Adjustment No. 1, which Board shall promptly hear and decide the case, giving due notice to the chief operating officer of the railway interested and to the executive officer of the organization concerned of the time set for hearing.

9. No matter will be considered by the Canadian Board of Adjustment No. 1 unless officially referred to it in the manner herein prescribed, provided, however, that no case having origin in circumstances occurring prior to the date hereof shall be referred to the Board except those arising out of the application of the said General Order No. 27, or arising out of disputes properly pending at the date of this agreement as mentioned in Clause 8.

10. In hearings before the Canadian Board of Adjustment No. 1 in matters properly submitted for its consideration, the railway shall be represented by such person or persons as may be designated by the chief operating officer, and the employees shall be represented by such person or persons as may be designated by the executive officer of the organization concerned.

11. All clerical and office expenses will be borne equally by the Canadian Railway War Board and the organizations above mentioned. The railway directly concerned and the organization involved in a hearing will, respectively, assume any expense incurred in presenting a case.

12. In each case an effort should be made to present a joint concrete statement of facts as to any controversies, but the Board is fully authorized to require information in addition to the concrete statement of facts and may call upon the chief operating officer of the railway or the executive officer of the organization concerned for additional evidence, either oral or written.

13. All the decisions of the Canadian Board of Adjustment No. 1 shall be approved by a majority vote of all members of the Board.

14. After a matter has been considered by the Board, and in the event a majority vote cannot be obtained, then any six members of the Board may elect to refer the matter upon which no decision has been reached to a referee to be unanimously agreed upon by the Board, and in failure to agree, application shall be made to the Governor-General-in-Council for appointment of a referee whose decision shall be final.

15. The Canadian Board of Adjustment No. 1, shall keep a complete and accurate record of all matters submitted for its consideration and of all decisions made by the Board.

16. A report of all cases decided, including the decisions, will be filed with the Canadian Railway War Board, and with the Chief Operating Officer of the railway affected and with the executive officer of the organization concerned.

17. The Canadian Railway War Board further agrees that the Canadian Board of Adjustment No. 1 shall have like authority to determine differences between any of the railways represented herein and any other classes of employees of such railways who may request and consent to submitting differences to the Canadian Board of Adjustment No. 1 and to agree that the decision of the said Board of Adjustment shall be final.

18. This Agreement shall remain in full force and effect during the period of the present war, and thereafter unless the Canadian Railway War Board, on the one hand, as representing the railways, or a majority of the executive officers of the organizations, on the other hand, as representing the employees, shall desire to terminate the same, which can in these circumstances, be done on thirty days' formal notice.

Signed on behalf of each of the above named parties this Seventh day of August, A.D. 1918.

THE CANADIAN RAILWAY WAR BOARD,

By { U. E. GILLEN, Chairman.
S. R. Payne.
W. M. NEAL, General Secretary.

THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS,

By { W. S. STONE, G. C. E.
ASH KENNEDY, A.G.C.E.

THE BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEERS,

By { TIMOTHY SHEA, Acting President.
GEO. K. WARK, Vice-President.

THE ORDER OF RAILWAY CONDUCTORS,

By { A. B. GARRETSON, President.
S. N. BERRY, Vice-President.

THE BROTHERHOOD OF RAILROAD TRAINMEN,

By { W. G. LEE, President.
JAMES MURDOCK, Vice-President.

THE ORDER OF RAILWAY TELEGRAPHERS,
J. M. MEIN, Deputy President.

THE INTERNATIONAL BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES,

By { A. E. BARKER, President.
W. V. TURNBULL, Vice-President.

Personnel of the Board

Reference has been made in previous issues of the LABOUR GAZETTE to the personnel of the Board, which is at present constituted as follows:

For the Railway Companies: U. E. Gillen, vice-president, Grand Trunk Railway; A. D. MacTier, general manager of eastern lines, Canadian Pacific Railway; F. P. Brady, general manager of western lines, Canadian Government Railways; S. J. Hungerford, general manager, Canadian Northern Railway; George Hodge, eastern lines, Canadian Pacific Railway; A. J. Hills, Canadian Northern Railway.

For the Brotherhoods: Ash Kennedy, Brotherhood of Locomotive Engineers; Geo. W. Wark, vice-president, the Brotherhood of Locomotive Firemen and Trainmen; S. N. Berry, vice-president, Order of Railway Conductors; James Murdock, vice-president, Brotherhood of Railroad Trainmen; J. M. Mein, deputy president, Order of Railway Telegraphers; W. V. Turnbull, vice-president, International Brotherhood of Maintenance-of-Way Employees.

Secretary: R. Chapple.

The offices of the Board are in the Eastern Townships Bank Building, Montreal.

ORDER-IN-COUNCIL FORBIDDING STRIKES AND LOCKOUTS DURING THE WAR

ACTING upon the recommendation of the Minister of Labour that the Industrial Disputes Investigation Act, the Labour Board of Appeal created under Order-in-Council 1743* of July 12, 1918, and the Railway Board of Adjustment No. 1, created by agreement between the Canadian Railway War Board and certain brotherhoods of railway employees,† provide adequate legal machinery for the prompt and equitable settlement of disputes between employers and workers, the Government, on October 11, passed a further Order-in-Council forbidding strikes and lockouts for the duration of the war. The complete text of the order follows:

Text of the Order-in-Council

Whereas the Minister of Labour represents:

That under the provisions of the Industrial Disputes Investigation Act and amendments thereto, provision is made for the establishment of conciliation boards for the adjustment of disputes between employers and employees in

*For text of Order-in-Council 1743, see LABOUR GAZETTE, August, 1918, pp. 616-8.

†The Memorandum of Agreement creating the Canadian Railway Board of Adjustment No. 1 is printed on p. 981 of this issue.

the manner in said Act and amendments thereto provided:

That by Order in Council P. C. 1743 of the 12th July, 1918, provision is made for a Board of Appeal to which resort may be had when any party interested feels aggrieved by the decision of any such Board of Conciliation;

That there has been constituted by the Canadian Railway War Board, with assent of representatives of the organized bodies of railway employees, a Board of Adjusters for the settlement of disputes that may arise between the employees engaged in railway work and their employers;

That by these different dispositions full and adequate provision is made for the just and equitable settlement and adjustment of all matters of dispute that may arise between the employers and employees in the different industries affected by the Industrjal Disputes Investigation Act and its amendments or between employers and employees in connection with the carrying on of the operations of Railways in Canada, but no provision is made for enforcement of obedience to and compliance with the orders or decisions of such boards, nor is there any prohibition of strikes or lockouts, after report has been made by a Board of Conciliation;

That in view of the provisions so made and of the injurious and detrimental effects resulting from the occurrence of strikes and lockouts in the different industries affected by the Industrial Disputes Investigation Act and in connection with the operation of the railways, which strikes or lockouts are of a nature to seriously interfere with the carrying on of said industries and the operation of the said railways, both of which are essential to the efficient performance of Canada's duty in aiding in the effective prosecution of the present war, it is necessary and advisable that under the powers conferred upon the Governor in Council by the War Measures Act of 1914, such strikes and lockouts in connection with such industries or railway operations should be absolutely prohibited during the continuance of the present war;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the provisions of the War Measures Act, 1914, is pleased to make the following regulations and the same are hereby made and enacted accordingly:—

REGULATIONS

1. In the present regulations, the word "person" wherever used, shall, save where the context otherwise requires, include every company, firm, partnership or other association of persons incorporated or unincorporated;

2. Any person who during the continuance of the present war shall incite, order or participate in a lockout or strike as defined in the said Industrial Disputes Investigation Act and amendments thereto, in any industry mentioned therein or to which the said Act is applicable either in virtue of its terms, or of any Act of Parliament or Order in Council amending the same, or in connection with the operation of any Railway in Canada, before, during or after any investigation by a Board of Conciliation established under the said Act or amendments, or by a Board of Appeal or the Board of Adjusters above mentioned, shall be guilty of an offence punishable as hereinafter provided.

3. Any employer of labour shall be guilty of an offence and liable to the penalties hereinafter provided who during the continuance of the present war shall discharge or refuse to employ workers (other than those holding positions or employment which shall be by judgment of the Board of Appeal or the Board of Adjusters above mentioned, determined to be incompatible with membership in a union) merely by reason of membership in trade unions or for legitimate trade union activities outside of working hours.

4. Every worker shall be guilty of an offence and liable to the penalties as hereinafter prescribed who in the exercise of his right to organize uses either coercion or intimidation of any kind to influence any person to joint his organization.

5. Every decision or order of any Board of Conciliation shall, if unappealed from within thirty days after it is rendered or made, and every decision or order of the Board of Appeal or Board of Adjusters above mentioned, shall be binding upon all persons affected thereby and any person who during the continuance of the present war fails or refuses to comply with any such order or decision of any Board of Conciliation or of the Board of Appeal or Board of Adjusters above mentioned shall be guilty of an offence and liable to the penalties hereinafter prescribed.

6. Any person violating any of the foregoing regulations shall be liable upon summary conviction to a penalty not exceeding one thousand dollars ($1,000) or to imprisonment for a period not exceeding six (6) months or to both fine and imprisonment.

7. (*a*) Any male person, employer or employee, of military age as defined by the Military Service Act, who violates any of the hereinabove enacted regulations and any director of such military age of any company who acquiesces in the violation by the said company of any of said regulations, shall *ipso facto* be deemed to be a soldier enlisted in the military forces of Canada and subject to military law for the duration of the present war and of demobilization thereafter and shall forfeit any exemption granted to him and any right to apply for or obtain any exemption from military service under the Military Service Act.

(*b*) In any prosecution for acquiescence on the part of a director of any company in a violation by the said company of any of the present regulations, it shall be upon the party charged to prove non-acquiescence by him in such violation.

RODOLPHE BOUDREAU,
Clerk of Privy Council

UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF SEPTEMBER, 1918

THE present article on unemployment among the members of local trade unions, which is the eleventh quarterly report on the subject, deals with unemployment as at the end of September, 1918, and is based on returns received from 1,369 labour organizations with a total membership of 162,940, or over 79 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations erepresented, .72 per cent of the members were unemployed, as compared with .5 per cent in June, 1918, 1.7 per cent in September, 1917, and 1.4 per cent in September, 1916. That the percentage unemployed at the end of September is slightly larger than in the previous quarter is due to less activity in the manufacturing, mining (other than coal), and quarrying and miscellaneous groups of industries.

Employment in the manufacturing and mechanical industries, as reported by 359 unions, having a combined membership of 41,504, was not as brisk in September as in June, 1918, but was much better than the same quarters in 1917 and 1916, there being only .96 per cent of the members idle. In the first comparison, this is due to greater slackness in metals, machinery and conveyances, pulp, paper and fibre, and glass bottle blowing. Food, tobacco and liquors, clothing workers, and woodwork and furniture men were much better engaged, while printing, publishing and paper goods were not quite as active. As compared with September, 1917, there was a considerable improvement in the food, tobacco and liquors, clothing, printing, publishing and paper goods, leather workers and glass bottle blowers, but metals, machinery and conveyances, and pulp, paper and fibres were less active. In comparison with September of 1916, there was less activity in metals, machinery and conveyances, food, tobacco and liquors, and pulp, paper and fibres, but clothing workers, glass bottle blowers, and leather, boot and shoe workers were better employed.

Reports from 573 organizations of transportation workers, having a total membership of 67,840, indicate that .38 per cent of the members were out of work, as compared with .42 per cent in June, 1918, .55 per cent in September, 1917, and .6 per cent in September, 1916. Steam railway employees, whose returns constitute over 77 per cent of the total group membership reporting, were better engaged than in any previous quarter. Street and electric railway men reported no members out of work in September, 1918, as compared with no members unemployed in June, 1918, .4 in September, 1917, and no members in September, 1916. Navigation workers were better engaged than in the previous quarter and in September, 1917, but the percentage out of work was slightly larger than in September, 1916. Teamsters and chauffeurs were slacker than in any previous quarter.

In the mining, quarrying and refining of ores group, reports were received from 59 unions, having an aggregate membership of 21,148. The percentage of unemployment was larger than in June, 1918, and September, 1917, but an improvement was shown over September, 1916.

The percentage unemployed in the building and construction trades, as reported by 213 unions, with 19,722 members, was 1.31 per cent. That this is the smallest percentage yet recorded is due to the noteworthy improvement in the volume of employment afforded carpenters and joiners and electrical workers particularly, while painters, decorators and paperhangers, bridge and structural iron workers, and hod carriers and building labourers were well employed in comparison with former reports.

In the public employment group, as reported by 55 unions with a combined membership of 3,886, 1.5 per cent of the members were unemployed, as compared with .02 per cent in June, 1918, .04 in September, 1917, and .1 in September, 1916.

Employment in the group of miscellaneous trades, as indicated by returns received from 110 unions with 8,840 members, was slacker than in June, 1918, or September, 1917, but more brisk than in September, 1916. Retail clerks were better employed than in previous quarters. Hotel and restaurant workers, musicians and theatre employees, and stationary engineers were somewhat slacker than in last June or in September, 1917 and 1916. Barbers showed greater activity as compared with June, 1918, but a falling off in comparison with September, 1917 and 1916.

The percentages reported unemployed in the different groups of occupations are indicated in the following table:

TABLE 1.

Occupation.	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916
Manufacturing & Mechanical Industries	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1
Metals, machinery and conveyances	1.24	.14	.28	.76	.15	.11	.29	.71	.....	.6
Food, tobacco and liquors	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	.4
Textiles, carpets and cordage	.....	.05	.05	.....	.....	.....	.....	.....	.5	.....
Clothing	.....	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6
Pulp, paper and fibre	1.75	.....	.....	.34	.....	.....	.....	.....	.....	.....
Printing, publishing and paper goods	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8
Woodwork and furniture	.63	2.20	4.60	3.00	.89	.62	.69	.6	.....	5.9
Leather, boots and shoes, and rubbers	.....	.....	7.83	2.92	30.70	6.28	4.18	4.3	1.0	.....
Glass bottle blowing	1.49	.....	2.23	4.48	13.84	3.56	1.92	.....	12.17	.....
Transportation	.38	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5
Steam railways	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5
Street and electric railways	.....	.....	.38	.17	.44	.18	.09	.2	.....	.3
Navigation	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3
Teaming and driving	.27	.05	.08	.....	.....	.....	.....	.....	.....	.....
Mining, quarrying and refining of ores	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2
Building and construction	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	.8.6
Public employment	1.54	.02	.....	.17	.04	.04	.47	.1	.1	.....
Miscellaneous	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1
All Occupations	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1

The following table summarizes the returns by provinces. In Nova Scotia and Ontario the percentage reported unemployed was smaller than in June, 1918, or in September, 1917, and 1916. In Quebec, Manitoba, Saskatchewan and British Columbia, there were more members unemployed than in June, 1918, but fewer as compared with September, 1917 and 1916. In New Brunswick the percentage showed an increase in each comparison, while in Alberta improvement was shown over September, 1916, only.

TABLE II.

Province.	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916
Nova Scotia and Prince Edward Island	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49
New Brunswick	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8
Quebec	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8
Ontario	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7
Manitoba	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2
Saskatchewan	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6
Alberta	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03
British Columbia	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3
Canada	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1

The percentages reported idle in some of the largest industrial centres are indicated in the table which follows:

Table III

City.	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916
Halifax	.12	.27	.14	.34	.42	1.03	.98	.24	.....	4.03
St. John	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09
Montreal	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6
Toronto	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8
Winnipeg	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9
Regina	.....	.10	2.64	5.63	.....	.....	3.73	1.75	.65	1.38
Edmonton	.67	.23	.51	2.41	.55	1.68	1.11	3.32	4.27	1.78
Vancouver	1.42	1.05	1.94	3.28	2.99	2.67	4.75	5.94	4.56	8.4

A tabular statement on the following page presents the returns in some detail.

UNEMPLOYMENT ON SEPTEMBER 30, 1918,

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent
1-Manufacturing & Mechanical Industries	8	425	2	.47	10	820	6	.73	64	10273	306	2.98	171	18325	4	.02
2- (a) METALS, MACHINERY & CONVEYANCES	5	306	0	0	6	687	0	0	20	2767	200	7.23	87	8504	2	.03
3- Moulders	1	28	0	....	1	15	0	....	1	115	0	....	20	1566	0	....
4- Blacksmiths	1	75	0	....	1	150	0	....	2	158	0	....	8	541	0	....
5- Boilermakers and iron shipbuilders	...	...	...	....	1	19	0	....	4	363	190	....	10	1263	1	....
6- Patternmakers	...	...	...	....	...	...	...	....	1	180	0	....	4	212	0	....
7- Metal Polishers, buffers and platers	...	...	...	....	...	...	...	....	...	...	...	....	5	177	0	....
8- Machinists	3	203	0	....	3	503	0	....	10	1756	8	....	38	4640	0	....
9- Sheet metal workers and tinsmiths	...	...	...	....	...	...	...	....	2	195	2	....	2	105	1	....
10-(b) FOOD, TOBACCO & LIQUORS	...	...	...	....	...	...	...	....	5	849	28	3.29	12	966	0	0
11- Flour and cereal mill employees	...	...	...	....	...	...	...	....	...	...	...	....	...	...	...	....
12- Bakers and confectioners	...	...	...	....	...	...	...	....	2	147	28	....	3	67	0	....
13- Cigar and Tobacco workers	...	...	...	....	...	...	...	....	3	702	0	....	7	799	0	....
14- Brewery workers	...	...	...	....	...	...	...	....	...	...	...	....	2	100	...	....
15- (c) TEXTILES, CARPETS AND CORDAGE	...	...	...	....	...	...	...	....	2	1541	0	0	3	1028	0	0
16- (d) CLOTHING & LAUNDERING	...	...	...	....	...	...	...	....	9	930	0	0	17	1652	0	0
17- Tailors	...	...	...	....	...	...	...	....	2	100	0	....	8	306	0	....
18- Garment workers	...	...	...	....	...	...	...	....	6	660	0	....	6	766	0	....
19- Hat, glove and fur workers	...	...	...	....	...	...	...	....	1	170	0	....	3	580	0	....
20- (e) PULP, PAPER AND FIBRE	...	...	...	....	...	...	...	....	9	1101	44	3.99	5	925	0	0
21- (f) PRINTING, PUBLISHING & PAPER GOODS	3	119	2	1.68	3	126	6	4.76	11	1775	32	1.80	36	4125	2	.05
22- Compositors	2	99	2	....	2	99	6	....	5	947	0	....	15	1962	1	....
23- Pressmen and assistants	1	20	0	....	1	27	0	....	1	299	0	....	8	839	1	....
24- Bookbinders	...	...	...	....	...	...	...	....	1	361	32	....	3	811	0	....
25- Stereotypers and electrotypers	...	...	...	....	...	...	...	....	1	40	0	....	3	120	0	....
26- Engravers and lithographers	...	...	...	....	...	...	...	....	2	108	0	....	5	325	0	....
27- Others	...	...	...	....	...	...	...	....	1	20	0	....	2	68	0	....
28- (g) WOODWORK AND FURNITURE	...	...	...	....	...	...	...	....	1	18	2	11.11	4	301	0	0
29- (h) LEATHER, BOOTS, SHOES AND RUBBER	...	...	...	....	1	7	0	0	7	1292	0	0	5	718	0	0
30- (i) GLASS BOTTLE BLOWING	...	...	...	....	...	...	...	....	...	...	...	....	2	106	0	0
31-Transportation	34	2237	0	0	30	2894	7	.24	81	13074	3	.02	224	22412	37	.16
32- (a) STEAM RAILWAYS	29	1883	0	0	24	1873	0	0	72	8255	3	.04	211	21143	37	.17
33- Conductors	1	41	0	....	2	114	0	....	6	316	0	....	25	1052	0	....
34- Locomotive engineers	6	190	0	....	4	272	0	....	9	541	0	....	34	2031	1	....
35- Locomotive firemen	3	145	0	....	1	64	0	....	10	840	0	....	29	2671	23	....
36- Carmen	2	104	0	....	1	430	0	....	8	1546	0	....	27	1639	0	....
37- Trainmen	5	499	0	....	5	512	0	....	11	1890	0	....	32	4984	13	....
38- Telegraphers (local unions)	1	25	0	....	...	...	...	....	2	984	0	....	3	2088	0	....
39- *Telegraphers	...	...	...	....	...	...	...	....	...	...	...	....	...	...	...	....
40- Road maintenance men	6	546	0	....	7	287	0	....	12	1001	0	....	34	2674	0	....
41- Shop employees	...	...	...	....	...	...	...	....	...	...	...	....	...	...	...	....
42- Railway employees, N.E.S.	5	333	0	....	4	194	0	....	14	1137	3	....	27	4004	0	....
43- (b) STREET AND ELECTRIC RAILWAY EMP.	1	100	0	0	1	195	0	0	1	131	0	0	5	570	0	0
44- (c) NAVIGATION	3	156	0	0	4	631	1	.16	7	4316	0	0	8	699	0	0
45- Marine engineers	2	116	0	....	1	83	1	....	3	196	0	....	5	305	0	....
46- 'Longshoremen	...	...	...	....	2	470	0	....	3	3640	0	....	2	350	0	....
47- Others	1	40	0	....	1	78	0	....	1	480	0	....	1	44	0	....
48- (d) TEAMSTERS AND CHAUFFEURS	1	98	0	0	1	195	6	3.07	1	372	0	0	...	...	...	....
49-Mining, Quarrying & Refining of Ores	19	10799	3	.02	1	41	0	0	7	1661	0	0	5	2484	7	.28
50- Miners	16	5918	3	....	1	41	0	....	1	650	0	....	5	2484	7	....
51- Quarry Workers	1	60	0	....	...	...	...	....	...	...	...	....	...	...	...	....
52- Mill and smeltermen	2	4821	0	....	...	...	...	....	6	1011	0	....	...	...	...	....
53-Building and Construction	9	1266	0	0	6	285	0	0	29	3232	35	1.08	107	9591	61	.63
54- Bricklayers, masons and plasterers	3	514	0	....	3	76	0	....	2	59	0	....	29	1907	49	....
55- Carpenters and joiners	2	497	0	....	2	184	0	....	16	2080	30	....	36	4966	0	....
56- Electrical workers	1	36	0	....	...	...	...	....	2	45	5	....	6	436	4	....
57- Granite and stone cutters	1	18	0	....	...	...	...	....	3	74	0	....	10	374	8	....
58- Painters, decorators and paperhangers	1	189	0	....	1	25	0	....	3	354	0	....	4	414	0	....
59- Plumbers and steamfitters	1	12	0	....	...	...	...	....	1	180	0	....	13	717	0	....
60- Tilelayers, lathers and roofers	...	...	...	....	...	...	...	....	1	40	0	....	3	51	0	....
61- Bridge and structural iron workers	...	...	...	....	...	...	...	....	...	...	...	....	3	150	0	....
62- Steam shovel and dredgemen	...	...	...	....	...	...	...	....	...	...	...	....	2	278	0	....
63- Hod carriers and building labourers	...	...	...	....	...	...	...	....	1	400	0	....	1	298	0	....
64-Public Employment	3	53	0	0	3	43	0	0	3	483	50	10.35	26	825	0	0
65- Civic employment	...	...	...	....	...	...	...	....	...	...	...	....	10	460	0	....
66- Letter carriers	3	53	0	....	3	43	0	....	3	483	50	....	16	365	0	....
67-Miscellaneous	3	240	0	0	3	37	0	0	7	671	21	3.13	57	3926	23	.84
68- Retail clerks	2	218	0	....	...	...	...	....	...	...	...	....	...	...	...	....
69- Hotel and restaurant employees	...	...	...	....	...	...	...	....	1	35	3	....	2	208	4	....
70- Barbers	...	...	...	....	...	...	...	....	2	328	0	....	17	538	0	....
71- Musicians and theatre employees	1	22	0	....	...	...	...	....	2	110	18	....	21	1865	11	....
72- Stationary engineers and firemen	...	...	...	....	3	37	0	....	2	198	0	....	8	333	0	....
73- Others	...	...	...	....	...	...	...	....	...	...	...	....	9	979	5	....
All occupations	76	15020	5	.03	53	4120	13	.32	191	29394	415	1.41	590	57563	132	.22

*Commercial and Railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada							
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed					
Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent	Unions	Membership	Members	Per cent. June 1918	Sept., 1918	Sept., 1917	Sept., 1916	
25	4218	35	.83	13	1335	0	0	29	1386	4	.28	39	4722	44	.93	359	41504	401	.42	.96	4.05	.70	1
15	2782	17	.61	4	227	0	0	13	894	2	.22	17	3130	18	.57	167	19297	239	.14	1.24	.15	.06	2
1	100	5	....	....	....	....	....	1	23	0	....	2	163	0	....	27	2010	5	.82	.25	.51	.18	3
2	187	1	....	....	....	....	....	1	55	0	....	1	6	0	....	16	172	1	0	.58	0	0	4
4	1140	10	....	1	40	0	....	1	130	0	....	3	1851	0	....	24	4806	201	.04	4.18	0	0	5
1	48	0	....	....	....	....	....	....	....	....	....	1	45	3	....	7	485	3	0	.62	.71	1.3	6
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	5	177	0	0	0	1.96	0	7
6	1247	1	....	3	187	0	....	6	573	2	....	9	1055	15	....	78	10164	26	.0	.26	.01	0	8
1	60	0	....	....	....	....	....	4	113	0	....	1	10	0	....	10	483	3	.27	.62	0	0	9
2	177	0	0	1	800	0	0	4	107	0	0	7	356	20	5.62	31	3255	48	1.78	1.47	2.12	.56	10
....	....	....	....	1	800	0	....	1	7	0	....	....	....	....	....	2	807	0	0	0	0	0	11
1	35	0	....	....	....	....	....	....	....	....	....	1	125	6	....	7	374	34	3.64	9.09	0	0	12
....	....	....	....	....	....	....	....	1	8	0	....	2	99	0	....	13	1608	0	.26	0	2.74	.22	13
1	142	0	....	....	....	....	....	2	92	0	....	4	132	14	....	9	466	14	.49	3.01	.17	0	14
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	5	2569	0	.05	0	0	.57	15
1	400	0	0	....	....	....	....	1	14	0	0	2	78	0	0	30	3074	0	1.18	0	11.13	1.01	16
....	....	....	....	....	....	....	....	1	14	0	....	....	....	....	....	11	420	0	.30	0	.22	0	17
1	400	0	....	....	....	....	....	....	....	....	....	2	78	0	....	15	1904	0	1.54	0	1261	1.09	18
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	4	750	0	.75	0	0	1.35	19
....	....	....	....	....	....	....	....	....	....	....	....	2	496	0	0	16	2522	44	0	.75	0	0	20
7	859	18	2.09	8	308	0	0	9	343	0	0	10	562	6	1.06	87	8117	66	.72	.83	2.05	1.25	21
2	418	0	....	5	237	0	....	4	287	0	....	6	418	6	....	41	4467	15	.70	.34	1.45	1.46	22
2	160	1	....	2	45	0	....	2	38	0	....	2	89	0	....	19	1517	2	.46	.13	.77	.99	23
1	210	17	....	1	26	0	....	1	6	0	....	2	55	0	....	9	1469	49	1.43	3.33	6.97	1.10	24
....	....	....	....	....	....	....	....	2	12	0	....	....	....	....	....	6	172	0	1.03	0	0	0	25
2	71	0	....	....	....	....	....	....	....	....	....	....	....	....	....	9	504	0	0	0	.47	0	26
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	3	88	0	0	0	1.23	.72	27
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	5	319	2	2.20	.63	.89	0	28
....	....	....	....	....	....	....	....	....	....	....	....	1	100	0	0	14	2117	0	0	0	30.70	.19	29
....	....	....	....	....	....	....	....	2	28	2	7.14	....	....	....	....	4	134	2	0	1.49	13.84	12.17	30
51	11820	4	.03	52	3555	16	.45	39	3521	8	.23	62	8327	183	2.18	573	67840	258	.42	.38	.55	.59	31
49	10510	4	.03	49	3317	16	.48	37	3129	8	.25	45	2564	16	.62	516	52674	84	.21	.16	.25	.60	32
5	290	0	....	3	202	0	....	4	317	3	....	4	211	0	....	50	2443	3	.08	.12	.22	.56	33
4	313	0	....	10	459	16	....	3	142	5	....	8	348	6	....	78	4296	28	.13	.65	.88	1.53	34
6	526	0	....	8	375	0	....	5	420	0	....	5	366	0	....	67	5407	23	.12	.42	.58	1.58	35
4	870	4	....	9	459	0	....	6	371	0	....	5	147	0	....	62	5566	4	.09	.07	.02	0	36
6	1011	0	....	7	738	0	....	4	477	0	....	6	463	0	....	76	10574	13	.23	.12	.17	.34	37
1	1200	0	....	....	....	....	....	....	....	....	....	....	....	....	....	7	4297	0	0	0	0	0	38
1	86	0	....	....	....	....	....	....	....	....	....	....	....	....	....	1	86	0	0	0	0	0	39
15	1648	0	....	10	874	0	....	12	1333	0	....	13	780	10	....	109	9143	10	.62	1.09	.01	.18	40
1	2400	0	....	....	....	....	....	....	....	....	....	....	....	....	....	1	2400	0	0	0	0	0	41
6	216	0	....	2	210	0	....	3	69	0	....	4	249	0	....	65	8362	3	0	.04	0	0	42
1	850	0	0	1	97	0	0	1	140	0	0	3	1283	0	0	14	3366	0	0	0	.44	0	43
....	....	....	....	....	....	....	....	....	....	....	....	12	3765	167	4.43	34	9567	168	2.12	1.76	2.38	1.15	44
....	....	....	....	....	....	....	....	....	....	....	....	1	250	10	....	12	960	11	.83	1.15	1.34	3.93	45
....	....	....	....	....	....	....	....	....	....	....	....	5	1952	107	....	12	6412	107	5.96	1.67	.96	0	46
....	....	....	....	....	....	....	....	....	....	....	....	6	1563	50	....	10	2205	50	.32	2.27	6.15	3.03	47
1	460	0	0	2	141	0	0	1	252	0	0	2	715	0	0	9	2233	6	.05	.27	0	0	48
....	....	....	....	....	....	....	....	17	4037	65	1.58	10	2126	1	.04	59	21148	76	.18	.35	.22	.70	49
....	....	....	....	....	....	....	....	17	4037	65	....	10	2126	1	....	50	15256	76	.25	.44	.19	.79	50
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	60	0	0	0	0	0	51
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	8	5832	0	0	0	.48	0	52
9	1881	50	2.65	12	464	0	0	20	642	11	1.71	21	2361	101	4277	213	19722	258	1.57	1.31	2.26	6.34	53
2	212	0	....	2	79	0	....	5	105	0	....	2	142	10	....	48	3094	59	3.26	1.94	3.95	4.81	54
....	....	....	....	5	202	0	....	4	121	2	....	9	1187	46	....	74	9237	78	1.68	.84	1.74	3.86	55
2	950	0	....	1	127	0	....	4	180	0	....	2	565	0	....	18	2339	9	1.41	.38	3.50	3.72	56
....	....	....	....	1	5	0	....	2	16	6	....	2	11	0	....	19	498	14	.54	2.81	6.80	44.74	57
1	225	0	....	2	41	0	....	....	....	....	....	1	63	0	....	13	1311	0	0	0	0	2.86	58
3	294	0	....	1	10	0	....	3	68	0	....	....	....	....	....	22	1281	0	.31	0	1.03	2.19	59
....	....	....	....	....	....	....	....	....	....	....	....	2	21	0	....	6	112	0	0	0	5.26	8.43	60
....	....	....	....	....	....	....	....	1	20	0	....	2	350	45	....	6	520	45	0	8.65	2.03	17.79	61
....	....	....	....	....	....	....	....	1	132	3	....	1	22	0	....	4	432	3	1.17	.69	.98	0	62
1	200	50	....	....	....	....	....	....	....	....	....	....	....	....	....	3	898	50	0	5.57	0	1.77	63
4	703	0	0	3	86	0	0	5	576	0	0	8	1117	10	.88	55	3286	60	.02	1.54	.04	.11	64
2	308	0	....	1	33	0	....	3	336	0	....	6	847	10	....	22	1984	10	.03	.50	.12	1.02	65
2	395	0	....	2	53	0	....	2	240	0	....	2	270	0	....	33	1902	50	0	2.63	0	0	66
8	847	0	0	6	182	0	0	11	509	8	1.57	15	2428	73	3.00	110	8840	125	.49	1.40	.80	1.91	67
....	....	....	....	....	....	....	....	1	41	0	....	2	562	0	....	5	821	0	.55	0	.56	0	68
1	48	0	....	....	....	....	....	1	83	5	....	1	277	6	....	6	651	18	1.54	2.76	2.15	13.80	69
2	128	0	....	2	68	0	....	4	157	2	....	5	270	8	....	32	1489	10	.23	.67	0	.07	70
3	358	0	....	2	23	0	....	4	183	1	....	3	328	0	....	36	2892	30	.38	1.04	.81	1.18	71
2	313	0	....	2	91	0	....	1	45	0	....	4	991	59	....	22	2008	59	1.08	2.94	2.18	.98	72
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	9	979	8	0	.82	0	0	73
97	19469	89	.45	86	5622	16	.28	121	10671	96	.89	155	21081	412	1.95	1369	162940	1178	.50	.72	1.71	1.47	

REPORTS OF EMPLOYMENT OFFICES

DURING September there was an increase of over 6 per cent in the demand for labour, as compared with August, on the basis of the daily average of vacancies notified to 110 employment offices (81 commercial, 17 public, and 12 philanthropic). As compared with the demand reported for September of last year by practically identical offices, there was a decrease of almost 16 per cent. The total number of vacancies notified to all offices in September was 49,887, a daily average of 2022.95, as compared with 1780.25, in August, 1918, and with 2388.32, in September, 1917. The number of persons placed was 19,-252, a daily average of 800.69, as compared with averages of 828.01 and 894.03 in the preceding month and in September of last year. The proportion of the total vacancies filled to the total vacancies notified was 38.6 per cent, as compared with 46.2 per cent in August and with 36.2 per cent in September, 1917.

As to employment for woman and girl workers, the number of vacancies notified was 5,967, a daily average of 238.7, as compared with 259.0 in August and with 310.6 in September, 1917. The number of such workers placed was 2,148, a daily average of 85.9, as compared with 90.7 in August and with 86.0 in the corresponding period of 1917. The proportion of vacancies filled to vacancies notified for men and boys was 38.94 per cent, and for women and girls 36.0 per cent, as compared with 47.6 per cent and 34.0 per cent, respectively, for August, and with 39.39 per cent and 27.68 per cent, respectively, for September, 1917.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton, and Vancouver—Montreal showed increases in the demand for labour both as compared with August, 1918, and with September, 1917. Toronto, Edmonton and Vancouver recorded declines as compared with the preceding month and gains as compared with the same month of last year, while Winnipeg reported an increase in comparison with August, 1918, and a decrease as compared with September, 1917.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association, and other agencies was 2,660, a daily average of 106.6, as compared with averages of 66.5 in August, 1918, and 111.2 in September, 1917. The number of casual jobs secured was 4,211, a daily average of 168.4, as compared with averages of 168.9 in the preceding month and 194.9 in September of last year.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED SEPTEMBER 30, 1918.

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	155	28	..	2	185	427	100	..	2	529
St. John	17	....	..	..	17	17	....	..	..	17
Quebec	22	....	..	..	22	22	....	..	..	22
Ottawa	12	2	..	..	14	22	2	..	..	24
Toronto	67	....	..	..	67	253	....	..	..	253
Winnipeg	11	12	..	..	23	26	32	..	..	58
Calgary	9	10	..	..	19	23	62	..	..	85
Edmonton	7	4	..	2	13	31	4	..	2	37
Vancouver	10	....	..	..	10	33	....	..	..	33
Y.W.C.A.	...	266	..	..	266	....	324	..	..	324
Ottawa	...	25	..	..	25	....	45	..	..	45
Toronto	...	1	..	..	1	....	1	..	..	1
Winnipeg	...	5	..	..	5	....	5	..	..	5
Saskatoon	...	26	..	..	26	....	91	..	..	91
Calgary	...	179	..	..	179	....	108	..	..	108
Edmonton	...	2	..	..	2	....	7	..	..	7
New Westminster	...	3	..	..	3	....	24	..	..	24
Victoria	...	25	..	..	25	....	43	..	..	43
Miscellaneous	399	1794	12	14	2209	784	2547	13	14	3358
Montreal Catholic Social Service Guild	2	26	..	..	28	2	71	1	..	74
Montreal Directorate of Female Immigration	...	13	..	..	13	....	13	..	..	13
Toronto Provincial	...	1090	..	..	1090	....	1186	..	..	1186
Toronto Municipal	119	....	..	..	119	119	....	..	..	119
Brantford Provincial	22	17	12	14	65	22	17	12	14	65
London Provincial	7	55	..	..	62	7	104	..	..	111
Hamilton Provincial	...	10	..	..	10	1	10	..	..	11
St. Thomas Provincial	34	9	..	..	43	95	11	..	..	106
Winnipeg Municipal	76	207	..	..	283	386	685	..	..	1071
Vancouver Municipal	129	367	..	..	496	152	450	..	..	602
Total	544	2088	12	16	2660	1211	2971	13	16	4211
Daily Average:—										
August, 1918	...	...	..	..	66.5	...	...	..	..	168.9
September, 1918	...	...	..	..	106.6	...	...	..	..	168.4
September, 1917	...	...	..	..	111.2	...	...	..	..	194.9

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED SEPTEMBER 30, 1918

OFFICE	Vacancies notified								Individuals placed							
	Men	Women	Boys	Girls	Total	Daily Average Aug., 1918	Daily Average Sept., 1918	Daily Average Sept., 1917	Men	Women	Boys	Girls	Total	Daily Average Aug., 1918	Daily Average Sept., 1918	Daily Average Sept., 1917
Halifax—Commercial (2)	6	35	....	4	45	1.00	1.87	5.76	4	35	....	4	43	1.00	1.79	3.00
St John—Commercial (1)	60	12	....	....	72	5.75	5.91	3.70	9	2	....	....	11	.58	.83	.40
Quebec—Provincial	226	8	2	....	236	11.56	10.73	16.83	97	8	2	....	107	5.96	4.86	7.52
Sherbrooke	101	....	....	33	134	4.22	5.58	12.12	31	....	....	29	60	1.81	2.50	2.24
Provincial	101	....	....	33	134	4.22	5.58	12.12	31	....	....	29	60	1.81	2.50	2.24
Montreal	10408	309	2	5	10724	230.69	445.90	398.07	2272	55	....	2	2329	98.06	109.39	93.17
Provincial	678	57	....	....	735	22.96	30.63	23.75	238	13	....	....	251	7.93	10.46	12.54
Municipal	25	8	....	....	33	4.00	1.38	13.29	22	1	....	....	23	1.04	.97	8.88
Catholic Social Service Guild	6	49	2	3	60	1.56	2.50	2.13	3	21	....	1	25	6.30	1.04	.92
Directorate of Female Immigration	....	195	....	2	197	5 50	8.21	6.13	....	20	....	1	21	.50	.87	1.54
Commercial (10)	9699	....	....	....	9699	196.67	403.18	352.77	2009	....	....	....	2009	82.29	96.05	69.29
Ottawa	1366	35	31	....	1432	73.84	58.10	156.88	732	28	31	....	791	44.81	40.73	57.01
Provincial	474	16	31	....	521	26.58	21.71	33.58	474	16	31	....	521	26.58	21.71	33.58
Y.W.C.A.	....	19	....	....	19	.52	.73	3.50	....	12	....	....	12	.11	.46	.33
Commercial (4)	892	....	....	....	892	46.74	35.66	119.80	258	....	....	....	258	18.12	18.56	23.10
Toronto	5160	1350	1	10	6521	268.04	260.44	213.01	2881	472	1	15	3369	144.81	133.45	128.23
Provincial	1282	881	....	....	2163	94.00	90.12	36.93	747	351	....	....	1098	45.27	45.75	26.87
Municipal	1250	....	....	....	1250	45.05	52.08	53.46	843	....	....	....	843	30.08	35.12	34.54
Y.W.C.A.	....	200	....	....	200	8.33	8.69	8.48	....	30	....	....	30	.75	1.30	1.00
Commercial (6)	2628	269	1	10	2908	120.66	109.55	114.14	1291	91	1	15	1398	68.51	56.28	65.82
Hamilton—Provincial	546	154	14	3	717	20.42	29.87	26.00	44	69	3	2	118	5.15	4.92	8.00
London—Provincial	353	89	....	....	442	10.65	19.22	10.35	92	78	....	....	170	8.81	7.39	3.17
Brantford—Provincial	181	13	....	40	234	8.68	9.36	4.88	101	10	....	33	144	7.28	5.76	4.6
Kitchener—Provincial	35	....	7	12	54	1.41	2.16	1.00	28	....	3	4	35	.96	1.04	.84
St. Thomas—Provincial	127	49	....	....	176	5.23	7.04	1.84	50	18	....	....	68	2.73	2.72	1.00
Walkerville—Provincial	22	4	....	....	26	.61	1.07	1.44	22	4	....	....	26	.50	1.08	1.20
Fort William and Port Arthur—Commercial (5)	2011	4	2	....	2017	77.49	80.21	103.46	351	....	....	....	351	20.65	13.99	13.50
Winnipeg	7924	1476	78	129	9607	306.00	384.98	571.88	2352	572	30	28	2982	127.82	118.57	152.03
Municipal	106	162	2	11	281	12.77	11.71	12.83	60	92	....	2	154	6.62	6.42	6.63
Girls' Home of Welcome	....	47	....	....	47	1.19	1.88	4.92	....	7	....	....	7	.26	.28	1.35
Y.W.C.A.	....	110	....	....	110	3.12	4.40	6.00	....	15	....	....	15	.40	.60	.80
Commercial (10)	7818	1157	76	118	9169	288.92	366.99	548.13	2292	458	30	26	2806	120.54	111.27	143.25
Brandon	675	40	10	25	750	38.52	30.00	65.25	334	7	3	10	354	15.63	14.16	21.28
Commercial (3)	675	40	10	25	750	38.52	30.00	65.25	334	7	3	10	354	15.63	14.16	21.28
Regina	1304	137	28	110	1579	69.00	63.54	114.04	574	51	12	28	665	31.65	26.62	26.28
Y.W.C.A.	....	2	....	3	5	.07	.19	.16	....	2	....	3	5	.07	.19	.04
Commercial (4)	1304	135	28	107	1574	68.93	63.35	113.88	574	49	12	25	660	31.58	26.43	26.24
Saskatoon	2237	163	4	10	2414	118.90	94.99	138.15	1189	33	4	35	1261	58.29	49.48	77.17
Provincial	1004	16	....	....	1020	44.41	39.23	55.13	617	7	....	....	624	26.44	24.00	40.88
Y.W.C.A.	....	125	....	....	125	5.93	5.00	4.80	....	8	....	15	23	.96	.92	1.32
Commercial (3)	1233	22	4	10	1269	68.56	50.76	78.22	572	18	4	20	614	30.89	24.56	34.97
Calgary	2697	188	12	....	2897	90.94	116.20	178.42	1545	66	8	....	1619	59.84	64.52	131.27
Y.W.C.A.	....	103	....	....	103	.....	4.12	3.68	....	44	....	....	44	.....	1.76	.48
Commercial (5)	2697	85	12	....	2794	90.94	112.08	174.74	1545	22	8	....	1575	59.84	62.76	130.79
Edmonton	4415	498	25	54	4992	235.01	198.63	177.65	1747	28	5	12	1792	71.08	71.24	75.58
Y.W.C.A.	....	64	....	13	77	2.00	3.21	3.83	....	3	....	2	5	.41	.21	.67
Commercial (10)	4415	434	25	41	4915	235.01	195.42	173.82	1747	25	5	10	1787	70.67	71.03	74.91
New Westminster	46	13	3	....	62	3.48	2.45	.80	22	4	2	....	28	2.70	1.12	.12
Municipal	46	6	3	....	55	1.48	2.20	.72	22	3	2	....	27	.74	1.08	.04
Y.W.C.A.	....	7	....	....	7	2.00	.25	.08	....	1	....	....	1	1.96	.04	.08
Vancouver	3662	353	21	381	4417	181.41	180.95	171.88	2436	207	11	128	2782	112.50	113.68	91.53
Municipal	44	....	....	....	44	4.00	1.83	7.58	44	....	....	....	44	2.08	1.82	5.33
Commercial (10)	3618	353	21	381	4373	177.41	179.12	164.30	2392	207	11	128	2738	110.42	111.86	86.20
Victoria	118	190	....	31	339	14.51	13.75	14.91	76	56	....	15	147	5.59	5.95	4.97
Y.W.C.A.	....	63	....	....	63	2.69	2.52	3.13	....	7	....	....	7	.19	.28	.21
Commercial (7)	118	127	....	31	276	11.82	11.23	11.78	76	49	....	15	140	5.40	5.67	4.76
Total (23 centres)	43680	5120	240	847	49887	1780.25	2022.95	2388.32	16989	1803	115	345	19252	828.01	800.69	902.11

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the Building Trades, as indicated by the value of building permits issued in 35 cities, showed an increase during October, 1918, as compared with the previous month, the total value of building permits rising from $2,690,821, in September to $2,850,428 in October, an increase of $159,607 or 5.93 per cent. Quebec, Ontario and Saskatchewan recorded increases as compared with the previous month. As compared with the corresponding month of 1917, there was a decrease of 21.41 per cent, the value for October, 1917, being $3,627,102. In this comparison Nova Scotia, Quebec, Manitoba and Saskatchewan were the only provinces to indicate an increase.

Of the larger cities Montreal-Maison-

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES

City	September, 1918	October, 1918	Octobe 1917	October, 1918, compared with September, 1918 (Increase (+) Decrease (—)		October, 1918, compared with October, 1917. (Increase (+) Decrease (—)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	**$376185.**	**$264,861**	**$101,903**	**— $111,324**	**— 29.59**	**+ $162,958**	**+ 159.91**
Halifax	315,080	217,361	55,835	— 97,719	— 31.01	+ 161,526	+ 289.29
Sydney	61,105	47,500	46,068	— 13,605	— 22.26	+ 1,432	+ 3.11
New Brunswick	**25,825**	**25,635**	**180,350**	**— 190**	**— .74**	**— 154,715**	**— 85.79**
Moncton	25,825	8,535	174,250	— 17,290	— 66.95	— 165,715	— 95.10
St. John	.....	17,100	6,100	.....	.....	+ 11,000	+ 180.33
Quebec	**329,527**	**515,242**	**475,233**	**+ 185,715**	**+ 56.36**	**+ 40,009**	**+ 8.42**
Montreal-Maisonneuve	280,325	379,150	313,533	+ 98,825	+ 35.25	+ 65,617	+ 20.93
Quebec	9,972	9,067	77,375	— 905	— 9.18	— 68,308	— 88.28
Sherbrooke	8,000	28,400	3,500	+ 20,400	+ 255.00	+ 24,900	+ 711.43
Three Rivers	14,860	93,875	75,700	+ 79,015	+ 53.17	+ 18,175	+ 24.01
Westmount	16,370	4,750	5,125	— 11,620	— 70.98	— 375	— 7.32
Ontario	**1,410,504**	**1,631,890**	**2,248,786**	**+ 221,386**	**+ 15.70**	**— 616,896**	**— 27.43**
Brantford	29,695	5,900	21,965	— 23,795	— 80.13	— 16,065	— 73.14
Fort William	19,475	2,400	8,900	— 17,075	— 87.65	— 6,500	— 73.03
Guelph	6,891	1,809	5,685	— 5,082	— 73.74	— 3,876	— 68.18
Hamilton	75,000	180,875	197,495	+ 105,875	+ 141.17	— 16,620	— 8.40
Kingston	20,579	35,033	18,132	+ 14,454	+ 70.24	+ 16,901	+ 93.21
Kitchener	8,060	15,275	15,275	+ 7,215	+ 89.52	.....	.....
London	66,020	277,650	143,460	+ 211,630	+ 320.55	+ 134,190	+ 93.54
Ottawa	117,360	205,078	93,625	+ 87,718	+ 74.74	+ 111,453	+ 119.09
Peterborough	3,475	37,117	817,875	+ 33,642	+ 968.11	— 780,758	— 95.46
Port Arthur	23,860	2,175	830	— 21,685	— 90.84	+ 1,345	+ 162.05
Stratford	8,177	5,460	4,529	— 2,717	— 33.23	+ 931	+ 20.56
St. Catharines	14,416	49,267	38,520	+ 34,851	+ 241.75	+ 10,747	+ 27.90
St. Thomas	9,435	2,120	2,820	— 7,315	— 77.53	— 700	— 24.82
Toronto	978,111	781,201	786,225	— 196,910	— 20.13	— 5,024	— .64
Windsor	29,950	30,53	93,450	+ 580	+ 1.94	— 62,920	— 67.33
Manitoba	**147,100**	**102,750**	**74,680**	**— 44,350**	**— 30.15**	**+ 28,070**	**+ 37.58**
Brandon	2,250	7,750	2,380	+ 5,500	+ 244.44	+ 5,370	+ 225.63
Winnipeg	144,850	95,000	72,300	— 49,850	— 34.42	+ 22,700	+ 31.39
Saskatchewan	**80,215**	**138,950**	**84,925**	**+ 58,735**	**+ 73.22**	**+ 54,025**	**+ 63.62**
Moosejaw	17,075	76 370	4,650	+ 59,295	+ 347.26	+ 71,720	+ 1,542.37
Regina	20,600	40,450	42 800	+ 19,850	+ 96.36	— 2,350	— 5.49
Saskatoon	42,540	22,130	37,475	— 20,410	— 47.98	— 15,345	— 40.95
Alberta	**82,690**	**82,200**	**212,500**	**— 490**	**— .59**	**— 130,300**	**— 61.32**
Calgary	65,000	76,000	132,000	+ 11,000	+ 16.92	— 56,000	— 42.42
Edmonton	17,690	6,200	80,500	— 11,490	— 64.95	— 74,300	— 92.30
British Columbia	**238,775**	**88 900**	**248,725**	**— 149,875**	**— 62.77**	**— 159,825**	**— 64.26**
New Westminster	7,900	7,500	4,600	— 400	— 5.06	+ 2,900	+ 63.04
Vancouver	205,850	70,825	233,975	— 135,025	— 65.59	— 163,150	— 69.73
Victoria	25,025	10,575	10,150	— 14,450	— 57.74	+ 425	+ 4.18
Total—35 cities	**$2,690,821**	**$2,850,428**	**$3,627,102**	**+ $159,607**	**+ 5.93**	**— 776,674**	**— 21.41**

neuve reported an increase both as compared with the preceding month and with October, 1917. Calgary showed a gain as compared with September and a decline in comparison with October, 1917, while at Winnipeg there was a decrease as compared with September and an increase over October of last year. Of the smaller centres, Sherbrooke, Three Rivers, Kingston, St. Catharines and Brandon all showed large increases in both comparisons, London, Ottawa and Moosejaw being especially noteworthy.

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

REPORTS from 15 cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in October showed a decrease of slightly over 1 per cent in the number of workers and an increase of almost 2 per cent in the wages paid in comparison with September. In October, 1918, 7,419 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to $280,974.37, as compared with 7,533 employees and an aggregate pay-roll of $277,373.60 in September. In comparison with the same period of last year, a decline of nearly 11 per cent in the number of persons engaged and an increase of slightly over 7 per cent in the wages paid, are indicated, there being 8,286 employees, with a total pay-roll of $260,924.35 in the first two weeks in September, 1917.

St. John, Montreal, Ottawa and Calgary reported increases in the number of employees as compared with September, while in comparison with October, 1917, Regina and Victoria showed gains. As to wages, at Montreal, Ottawa, Regina, Saskatoon, and Edmonton, the pay-rolls were larger than in September, 1918, and in only six cities—Toronto, Hamilton, London, Saskatoon, Edmonton, and Vancouver—were they smaller than in October, 1917.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORK PEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS, OCTOBER, 1918, COMPARED WITH SEPTEMBER, 1918, AND OCTOBER, 1917.

CITY	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	Sept., 1918	Oct., 1918	Oct., 1917	September, 1918	October, 1918	October, 1917
St. John	260	300	310	$8,563.76	$8,419.26	$7,603.44
Montreal	2,700	2,788	2,248	87,352.00	92,632.46	59,789.08
Ottawa	359	380	491	14,893.29	16,735.25	16,508.71
Toronto	1,087	1,050	1,646	41,059.64	40,432.36	52,305.55
Hamilton	412	404	492	17,038.67	15,413.44	16,991.54
London	220	200	333	7,225.06	6,988.34	10,658.82
Winnipeg	560	537	650	23,208.12	22,366.20	20,670.20
Brandon	49	39	44	1,576.78	1,383.83	1,218.32
Regina	306	273	242	13,105.69	13,396.52	9,846.37
Moosejaw	83	72	85	3,953.85	3,375.40	3,072.80
Saskatoon	209	208	303	9,044.17	9,567.30	9,879.87
Calgary	327	283	320	12,497.20	12,222.60	11,542.75
Edmonton	294	277	439	11,890.95	12,637.42	15,707.65
Vancouver	441	405	485	16,486.74	16,115.93	17,884.01
Victoria	226	203	198	9,477.68	9,288.06	7,245.24
Total	7,533	7,419	8,286	$277,373.60	$280,974.37	$260,924.35

PUBLIC EMPLOYMENT OFFICES IN THE UNITED STATES

THE United States Bureau of Labour Statistics have recently issued a Bulletin* based on an investigation into the methods and practices of public employment offices in the United States, and the influences which have led to their creation and development. There is, according to the Bulletin, a growing sense that unemployment is a matter of deep concern to the public; the unquestionable "right to work" contended for by the workers is now being regarded as a fundamental principle, and the granting of steady employment to the willing workers with the least possible loss of time a matter of common justice and of sound economics.

The Bulletin contains an indictment of the methods of private employment agencies, whose "irregularities and abuses have become too notorious to be overlooked." The wastage from the labour turnover resulting from the practices of "fee splitting" and "job selling", too often indulged in by these agencies, is said to be incalculably great. When the opportunity for splitting a new fee or exacting a fresh price accompanies each job supplied, short term employment and frequent discharges will too often result.

In discussing the development of the public employment office idea, the Bulletin states that when, in 1890, Ohio established five public employment offices, organized labour declared in their favour, but that no interest was taken in their creation or maintenance on the part of employers. In spite of this, however, their numbers were added to each year, so that in 1916 there were 96 of these offices in existence in various states throughout the country. Of this number, 15 offices were controlled by cities; 2 by a combination of city and county; 60 by States; 11 by combination of city and states; 1 by a combination of city, county and state; while in the case of 5 offices the Federal Government cooperates with varying combinations of city, county and state. In addition to those enumerated above, there are others of a somewhat different nature, which, however, hardly come within the purvieu of this article.

The Bulletin contains many practical suggestions in regard to the establishment of public employment offices and the manner in which they should conduct their operations. Suggestions are made as to choice of location, equipment, personnel, office hours, appropriations and expenditures, fees, methods to secure applicants, preference in placements, investigations into moral conditions at places of employment, policy with reference to industrial disturbances, seasonal and temporary placements, etc. A summary of the findings of the investigators on each of these questions follows:

Suitability of location

A public office should, of course, be located within easy access of a considerable part of labour supply and so far as possible in the business section of the city. A clear-cut division should be

*Bulletin No. 241, July, 1918, Public Employment Offices of the United States. 100 pp.

made between the wholesale, retail and manufacturing districts, although this is sometimes attended with difficulties, particularly in the case of the smaller cities. In actual practice, however, it too often happens that locations are determined by the meagreness of the appropriations for maintenance. The Bulletin cites one instance, where the authorized expenditure for an office created by the State Legislature is $250 per annum for equipment, rent, heat, telephone and postage. In another instance the office is a room in the basement of a city hall, a mile and a half from the business section of the city. It was chosen because it could be had rent free. So long as such a penurious policy is continued these offices can never amount to anything. Emphasis is placed on the location with reference to street level. The office entrance or, preferably, entrances, should be plainly visible from the street. In many cases the investigation showed that in these respects many of the existing offices are well placed.

Equipment

The matter of equipment, states the Bulletin, is of vital importance if results are to be obtained. In larger cities the quarters should be spacious enough to avoid crowding; with separate rooms for unskilled labourers, skilled male applicants, women and juveniles. There should be private offices where the superintendents or other officials can have personal conversations with applicants. Light and ventilation of course should be good and toilet accommodations sufficient and sanitary.

Of the 96 offices studied in detail, separate waiting rooms for male and female applicants are provided in exactly half this number. Separate waiting rooms for juvenile applicants were found in only two offices. The superintendents of 36 of these public employment bureaus have offices which are more or less private, and which may be used for consultation with employers seeking help or with individual applicants having special matters to bring to the attention of the superintendent. Filing cabinets and ample telephone service are mentioned among the prime essentials. In the health interest of applicants and of the office staffs frequent cleaning and fumigation is recommended.

Personnel

Of the 96 public employment offices investigated, 24 have but one employee each. In seven of these offices a single employee gives but part of his time to employment matters. The other extreme is found in an office which has a general superintendent, a chief clerk, three departmental superintendents, three assistant departmental superintendents, six business solicitors, five general clerks, four department clerks, three filing clerks, one interpreter, four stenographers, two telephone operators, two policemen, (office paid) one messenger and two janitors. The great majority, however, come between these limits. Of the superintendents, the Bulletin states that far too many run their offices on the *laissez-faire* principle. They take the attitude that the function of a public employment office is to "match" applications for help with applications for employment; not to seek business, but to accept such as comes to it. Only six offices have enployees whose chief duty is the solicitation of new business. It should be stated, however, that a number of offices, though having to depend

solely in this matter upon the initiative and interest of the superintendent, attempts to find positions for applicants who seek work in lines for which no applications for workers have been received, or to secure applicants to fill calls already received.

Office hours

The hours at which an office should open in the morning should be determined by the kind of labour with which that particular office chiefly deals. In the case of offices that recive applications for help and supply it on the "mail order" basis, the opening hour might be 8, 8.30 or 9. a.m. On the other hand, offices which chiefly supply factory hands ought to open early enough to make it possible for applicants seeking jobs to report for work the same day in time to do a full day's work. Further, the fact that the unskilled labour branch of an office opens at 6 or 7 a.m. is no reason why the mechanical and industrial, or clerical and professional branches ought to open at the same hour. Four of the Michigan State offices investigated opened in the mornings only, for no other reason than because the legislature had failed to make appropriations large enough to properly maintain them. As a result of the investigation into afternoon conditions in many of the offices visited, it is recommended that special hours should be set apart for the receipt of applications for different forms of employment. It would then be possible for each office to more evenly distribute its work over the day, which would result in a more thorough examination of applications for help and employment, and in better placements, than is possible under other conditions.

Fees

In the case of one office only has the practice of collecting fees been retained, and even in this case the fees are limited. No fee is charged employers, and in actual practice not all fees are collected. This particular office has adopted the plan of arranging with the employer for the collection of such fees and also for transportation advanced in deserving cases. When this is done the applicant signs a statement of willingness to have such deductions made from his wages.

Methods used to secure applicants and places for applicants

The investigation disclosed the fact that in many instances little or no effort is made to secure work for applicants, or workers for prospective employers. In the words of the Bulletin, the policy pursued is often, "one of waiting, Micawber-like, for something to turn up." There are, however, some instances recorded where effective publicity campaigns have been conducted. Mention is made of a western office that purchased two automobiles for use by two of its regular employees, whose duties consist solely in soliciting new business. They drive about the surrounding country advertising the office, telling of its purposes, and asking the co-operation of all employers and of all those seeking work. Its officials frequently address business organizations, civic associations and women's clubs on the work of the office. Another office in an important city has secured an agreement for free advertising with two of the most important city dailies. There is also regular advertising free of charge in certain foreign language publications. Another office in a small city of the middle west has a superintendent who makes it a part of his regular duties to visit at least once each week every employer within his district. He keeps on file a classified list of employers showing, not only the sort of work in which they are engaged, but also, in detail, the number of men and women they employ. Whenever an applicant for employment comes into his office and specifies that he is able to do work for which no call has been received, the superintendent will telephone to first one and then another of the employers who are likely to need labour of the sort

which the applicant states he can do, and continues to call them until either the list is exhausted or he has placed the applicant. Of another office, the members of its staff have a speaking knowledge of 18 distinct European languages.

Preference in placements

This term is used in reference to the choice which must often be made between a number of applicants, of approximately equal ability, for any given position. The attitude of a large number of superintendents on this point is, that priority of application should be the governing factor; while others hold that the need of the applicants should determine which should be assigned to the vacancy. In many cases availability is the determinant. In the case of offices maintained by municipalities, residents are given preference over non-residents. In other offices married men are preferred to single ones; and sometimes the preference is given to the applicant living nearest to the job.

Efforts to ascertain moral conditions at places of employment

According to the Bulletin, it seems to be generally observed as a principle that no girl or woman should be referred to any place of known disrepute, or where she would be likely to be subject to immoral influences. It is evident that no office, however large its staff, is capable of investigating thoroughly every request for female help, and that it is therefore necessary for the superintendent to use his, or her, judgment in determining what investigations should be made. The investigation shows that but few offices were concerned with the morality or immoralty of the surroundings of places of employment for boys. The state-city office of Cleveland, Ohio, is cited as the most painstaking in this respect. In this office the placement clerks, both male and female, are required to make a thourough study of the prevailing standards of life and morals in each of the sections of the city. In the juvenile department care is taken to keep youths from being employed in vicious neighbourhoods. In the female departments a special investigator is employed for this purpose. Investigations are made, not only of questionable calls for help, but also of all "blind ads" appearing in the city's newspapers, in which work the newspapers co-operate heartily.

Policy in reference to industrial disturbances

Owing to sharp differences of opinion as to the proper functions of an employment office, practice varies as to the sending of applicants to positions affected by strikes or lockouts. The majority of the offices, acting on the theory that employment offices supported by the public must serve the public impartially, have adopted the practice of informing the applicants fully as to the existing conditions and leaving the decision to them. A large majority of the offices hold that the existence of a strike or lockout does not indicate any labour shortage; and, therefore, they ignore all applications from plants or localities so affected, and give out no information to applicants about the jobs left vacant by striking or locked-out employees. One office holds that the function of a public employment office is merely to introduce the applicant for work to the employer who needs workers, and that having done this the responsibility of the office ceases.

With reference to the policy in regard to industrial disturbances, the Bulletin gives the follwing: "The opponents of the majority practice (that of giving the applicant full information and leaving the decision with him) say that giving out information as to all vacancies, including those due to strikes or lockouts, enables unscrupulous employers to use public employment offices as strike-breaking agencies, which will thus become centres for recruiting casual la-

bourers and undesirable job seekers who are willing to accept any wages or conditions for a short time, and, by so doing, defeat the attempt of the regular employees to secure adequate wages and conditions."

"In reply it is asserted that those who hold the view that positions made vacant by strikes or lockouts do not constitute a demand for labour are really prejudging the labour dispute in favour of the workers without hearing the evidence. Strikes and lockouts may and do frequently occur, it is alleged, because of unreasonable demands by the workers as to wages, hours, conditions, and recognition of the union. To refuse to employers, under such conditions, the services of the public employment offices, which they are taxed to support, would be gross injustice."

Seasonal and temporary placements

Nothing of a very definite nature has yet been done by the employment offices to reduce the labour turnover in their respective districts. Some attempt has been made in Wisconsin to reduce unemployment due to certain seasonal activities, such as ice-cutting, berry-picking, summer farmwork, logging, and lumber-cutting. It is pointed out that, on account of their seasonal character, the same person might be given employment at each of these in turn throughout the year with scarcely any lay-off. In some instances city councils, acting on the advice of employment offices, have undertaken considerable repair work on streets and have graded and laid out parks in the winter season in order as much as possible to eliminate unemployment.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR DURING THE THIRD QUARTER OF 1918

DURING the third quarter of 1918, 78 changes in rates of wages and hours of labour were brought to the attention of the Department. Of these 78 changes, 73 were wage increases, 4 were increases in wages with a reduction in hours, and 1 a reduction in hours. Particulars of these changes are given in the following table.

A number of disputes reached amicable settlement in the form of new agreements. Examples are those of the British Columbia Electric Railway and its Street Railway Employees, the City of Calgary and the Calgary Federation of Civic Employees, the British Columbia Electric Railway and Western Power Company and their Electrical Workers, and the Ottawa Electric Railway Company and its employees.

The daily bonus granted to miners in the Cobalt silver area has reached the $1.25 mark. In the spring of 1917, with silver at 70 cents an ounce, the managers decided that with silver above 60 cents the most desirable form of bonus for their workers would be an increase of 25 cents daily, with future daily increases of 25 cents for every ten point advance in the monthly average of silver, based on quotations as per Handy and Harman of New York. Thus 70 cent silver meant a 50 cent daily bonus, and 80 cent silver a 75 cent daily bonus, with further increases in the same general ratio.

It is unnecessary to do other then refer to the general increase granted to Canadian Railways under the McAdoo award, by which some 75,000 clerks, station employees, stationary engineers, sectionmen, freight handlers, labourers in shops, roundhouses, storehouses, etc., were affected. A list of the railways to which the award applies appeared in the September issue of the LABOUR GAZETTE, page 759.

CHANGES IN WAGES AND HOURS DURING JULY, AUGUST, AND SEPTEMBER, 1918.

Class of workpeople affected	Firm or Establishment	Approximate number of workpeople affected	Date from which change took effect.	Particulars of change
METALS, MACHINERY AND CONVEYANCES:—				
Shipyard workers	Fraser, Brace and Co., Montreal; Davie Shipbuilding and Repairing Co., Lauzon, Que.; Quebec Shipbuilding and Repairing Co., Quebec, Que.; Quinlan and Robertson, Quebec, Que.	2,200	Sept. 1	Decrease in hours per day from 10 hours to 9 hours.
Shipyard workers	Various British Columbia firms.	.....	August	General increase in wages.
Lathers	Contractors in Hamilton.	.....	Sept. 1	Increase of 2 cents per hour.
Automobile employees	Ford Motor Co.	.....	.....	Increase of 12½ cents per hour.
Moulders	Hamilton: Brown Boggs Co., Hamilton Foundry Co., Karr and Coombs Co., Kartsboro Thompson Pipe and Foundry Co., Canada Iron Foundries	200	July 15	Minimum wage of $5.40 for 9-hour day.
Moulders	St. John, N.B.— Union Foundry and Machine Co.	5	Sept. 1	Decrease of 5 per cents per hour.
Moulders	Brockville, Ont.:— James Stewart Mfg Co.	35	Oct. 1	Increase of 15 per cent.
Forge workers	Toronto: Dominion Shipbuilding Co., Leeside Munitions Co., Universal Steel Tool. Co., Bowden Machine Co., Martin Pump and Machine Co., Steel and Radiation Co., Cluff Mfg. Co., Jas. Blank.	.....	.....	Minimum wage of $1.00 per hour on heavy forges. Minimum wage of 70c per hour, blacksmiths Minimum wage of 80c per hour on heavy fires.
FOODS, ETC:—				
Confectionery and Biscuit workers.	Employers, Winnipeg	160	Sept. 30	Hours per week decreased from 53 to 49, and minimum wage of $10.00 per week.
Bakers and cake makers	40 shops, Vancouver	40	Aug. 1	General increase.
TEXTILES AND CLOTHING:—				
Custom tailors	Hamilton merchant tailors.	150	Sept. 1	Increase on day work ranging from 25 cents to 30 cents per hour. Increase of $1.50 per coat, and corresponding increases on other garments.
Textile workers	Dominion Textile Co., Kingston, Ont.	.....	Sept. 3	Increase of 10 per cent.
Textile workers	Hamilton, Ont. Canadian Cottons, Hamilton Cotton Co.	700	Sept. 1	Increase of 10 per cent.
PRINTING, ETC:—				
Bookbinders	Various firms, Victoria	35	July 1	Increase ranging from $2.00 to $3.50 per week.
Pressmen	" " "	.....	Sept. 1	Increase of approximately $3.50 per week.
Pressmen	Various firms, Hamilton.	.....	Sept. 1	General increase.

CHANGES IN WAGES AND HOURS DURING JULY, AUGUST, AND SEPTEMBER, 1918.—(*Continued.*)

Class of workpeople affected	Firm or Establishment	Approximate number of workpeople affected	Date from which change took effect.	Particulars of change
TRANSPORTATION:—				
Teamsters and carters	Wholesale firms, Vancouver, B.C.	80	Sept. 3	Increase of $1.00 per day.
Coal teamsters	Gilles-Guy Coal Yards Hamilton, Ont.	.....	Sept. 1	Increase of $1.00 per week.
Coal teamsters	Brockville, Ont.	20	July 20	Increase of $3.00 per week.
Longshoremen	Various companies, Montreal, Que.	.....	July 16	Increase of 5 cents per hour.
Suburban railway employees.	Toronto Suburban Ry. Co., Toronto, Ont.	.....	Aug. 1	Increase of 4 cents per hour.
Express employees	Dominion Express Co.	.....	July 8 (retroactive from May 1.)	Increase of 35 per cent.
Express employees	Canadian Northern Express Co.	315	August	General increase.
Street Railway employees	Nelson. B.C.	.....	July 8	Increase of $15.00 per month.
Street Railway employees	Kingston, Ont.	.....	Oct. 11	Increase of 25 cents per day.
Street Railway employees (On one man cars)	Edmonton, Alta.	.....	Sept. 1	General increase.
Street Railway employees	New Westminster	215	July 1	Hours per week reduced by 10 hours and general increase in wages.
Street Railway employees	Regina	125	July 16	General increase.
Steret Railway employees	St. Thomas	18	Aug. 1	Increase of 6 cents per hour.
TRANSPORTATION—(*Continued*)				
Street Railway employees and wiremen	British Columbia Electric Co.	1,680	July 1	General increase.
Street Railway employees	Ottawa Electric Co., Ottawa, Ont.	500	August	Increase of 20 per cent.
Street Railway Machinists	Toronto Street Ry Co.	.....	July (retroactive from June 1)	General increase.
Conductors, motormen, etc.	New Brunswick Power Co., St. John	200	August	General increase.
MINING, ETC.:—				
Coal miners	Operators in Dist. No. 18 Western Canada.	7,000	Aug. 1	Increase of 25 cents per day.
Coal miners	Westville, N.S.	.....	Sept.	Increase of 20 per cent.
Coal miners	Scotia Mines, N.S.	.....	July 1	Increase of 20 cents per day.
Coal miners	Dominion Coal Col	.....	August.	Increase of 20 cents per day.
BUILDING AND CONSTRUCTION.				
Carpenters	Curtis Aeroplane Co., Toronto.	.....	July 19	Hours per day reduced from ten to nine. Minimum wage increased by 10 cents per hour.
Carpenters	City of Edmonton	.....	Aug. 16	Increase of 10 cents per hour.
Carpenters (house)	Contractors, Vancouver.	300	Aug. 10	Increase of 50 cents per day.
Carpenters	Board of Education, Toronto, Ont.	.....	Aug. 1	Increase of 5 cents per hour.
Carpenters	Builders in Brantford, Ont.	.....	Aug. 31	Increase of 10 cents per hour.
Electrical workers	All employers, Vancouver.	.....	July 16	General increase.
Plumbers	Ottawa Master Plumbers and Steamfitters Assoc.	.....	Oct. 1	Minimum wages increased by 15 cents per hour.
Plumbers	Toronto Master Plumbers.	.....	July 1	Average increase of 10 cents per hour.

CHANGES IN WAGES AND HOURS DURING JULY, AUGUST, AND SEPTEMBER, 1918.—(*Continued.*)

Class of workpeople affected	Firm or Establishment	Approximate number of workpeople affected	Date from which change took effect.	Particulars of change
BUILDING AND CONSTRUCTION —(*Continued*)				
Carpenters	Contractors in Kingston	.....	Sept. 3	Increase of 10 cents per hour.
Carpenters	Contractors in Hamilton	.....	Sept. 1	Increase of 5 cents per hour.
Carpenters	Calgary Contractors Association, Calgary.	.....	July 1	Minimum wage increased to 66⅔ cents per hour.
Painters	Master Painters, Regina Sask.	19	July 4	Increase of 2½ cents per hour.
CIVIC EMPLOYEES:—				
Civic employees	Toronto	.....	Sept. 24	Increase of $1.00 per week.
Civic labourers	Sa nich, B.C.	100	Aug. 1	Increase of 50 cents per day.
Civic labourers	Ottawa, Ont.	.....	Sept.	Increase of 3 cents per hour.
Civic employees	Nanaimo	.....	Oct. 1	General increase.
Policemen	Victoria	45	Sept. 1	Increase ranging from $10.00 to $25.00 per month.
Policemen	Edmonton	.....	.....	Increase of 10 per cent for married constables, 5 per cent bonus for others.
Teamsters and labourers	Edmonton	.....	Aug. 22	Increase of 10 per cent.
Gas Works men	St. Thomas	.....	Aug. 13	Increase of 45 cents per hour.
Gas Works men	Victoria	15	July 8	Reduction in hours from 9 to 8 and increase in wages from $3.75 to $4.25 per day.
Yard and shop employees	Montreal, Que.	.....	Aug. 28	General increase.
Firemen	Kitchener, Ont.	.....	July 12	Increase of approximately $100.00 per year.
Civic employees	Hamilton, Ont.	.....	July 4	Increase of $2.00 per week for all male employees receiving $1200 or less yearly.
Civic employees (unskilled labour)	Fernie, B.C.	10	July 11	Increase of 25 cents per day.
Civic carpenters	Calgary, Alta.	.....	July 1	Minimum wage increased to 70 cents per hour.
Teachers	Montreal, Que.	270	Sept.	Increase in maximum salary of $100.00 per year.
Teachers	Ingersoll, Ont.	3	Sept.	Increase of $100.00 per year.
Teachers	Regina, Sask.	.....	Sept.	Increases ranging from $100.00 to $350.00 per year.
Teachers	Winnipeg	.....	Sept.	General increase.
GOVERNMENT EMPLOYEES:—				
Letter carriers and mail clerks.	Dominion Government	.....	(Retroactive from April 1)	East of Sault Ste. Marie, increase of 37½ per cent to 55 per cent.
Postal clerks	" " "	.....	"	East of Sault Ste. Marie, increase of 58½ per cent.
Railway mail clerks	" " "	.....	"	East of Sault Ste. Marie, increase of 90 per cent.
Letter carriers and mail clerks.	" " "	.....	"	West of Sault Ste. Marie, increase of 27 to 37 per cent.
Postal clerks	" " "	.....	"	West of Sault Ste. Marie, increase of 38 per cent.
Railway mail clerks	" " "	.....	"	West of Sault Ste. Marie, increase of 59 per cent.

CHANGES IN WAGES AND HOURS DURING JULY, AUGUST, AND SEPTEMBER, 1918.—(*Continued.*)

Class of workpeople affected	Firm or Establishment	Approximate number of workpeople affected	Date from which change took effect.	Particulars of change
MISCELLANEOUS:—				
Telephone operators	Belle Telephone Co., Ontario and Quebec	.....	Sept. 1	Increase of 10 to 25 per cent to all employees receiving $200 per month or less.
Hydro employees	Hydro-Electric Commission, Hamilton, Ont	.....	Oct. 1	Increase of 20 per cent to all women receiving less than $1,000.00. Increase of 20 per cent to all men receiving less than $1,200.00.
Telegraph operators	Western Union Telegraph Co.	.....	Aug. 12 (Retroactive from July 1)	Increase of 10 per cent.
Telegraph operators	Canadian Pacific Railway Co.	800	Aug 29	Former award of conciliation board giving general increase to be retroactive from May 1st instead of August 1st.
Orderlies and storekeepers	General hospital, Winnipeg, Man.	20	July	Increase of 3 cents per hour, and 33⅓ per cent respectively.

FAIR WAGES CONTRACTS, OCTOBER, 1918

DURING October the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 20 fair wage contracts, 14 of which were awarded by the Department of Public Works, and 6 by the Department of Railways and Canals. All but one of the contracts contained the usual fair wage clause, a fair wage schedule being contained in the other one.

A statement was also received as to supplies ordered by the Post Office Department subject to the Regulations for the suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Construction of Temporary Barracks, Rosedale, Toronto, Ont. Name of contractors, Ross Meagher Co., Ottawa, Ont. Date of contract, September 30, 1918. Amount of contract, $327,020.70 and $1.35 per cu. yd. for grading.

Construction of improvements and general repairs to warehouse on public wharf, Belleville, Ont. Name of contractor, Lucius E. Allen, Belleville, Ont. Date of contract, October 2, 1918. Amount of contract, unit prices.

Repairs to Pier, Port Burwell, Ont. Name of contractor, F. E. Tifft, Erieau, Ont. Date of contract, October 3, 1918. Amount of contract, Unit prices.

Plumbing, Heating and Lighting in Nurses' Home, Military Hospital, Charlottetown, P. E. I. Name of contractors, J. A. Currie & J. F. Murnaghan, Charlottetown, P. E. I. Date of contract, October 17, 1918. Amount of contract, $6,400.00.

Construction of Temporary Barracks, Partridge Island, St. John, N.B. Name of contractors, McDonald & Farren, St. John, N.B. Date of contract, October 10, 1918. Amount of contract, $28,-959.00.

Construction of roadways, grading, removal of buildings, etc., at Military Hospital, Fredericton, N.B. Name of contractors, Scott & Forbes, Fredericton, N.B. Date of contract, October 5, 1918. Amount of contract, $6,323.00.

Supply and installation of non-gravity heating apparatus, — boiler house and smoke stack for Naval Cadets College (Naval Dock Yard), Esquimalt, B.C. Name of contractors, Vancouver Island Marine Plumbing and Heating Company, Victoria, B. C. Date of contract, October 7, 1918. Amount of contract, $20,574.00.

Plumbing and heating at Mowat Sanatorium Kingston, Ont. Name of contractors, McKelvey & Birch Limited, Kingston, Ont., Date of contract, October 3, 1918. Amount of contract, $1,-211.00.

Electric wiring and fixtures at Mowat Sanatorium, Kington, Ont. Name of contractors, Halliday Electric Co., Kingston, Ont. Date of contract, October 17, 1918. Amount of contract, $350.25.

Construction of necessary works required in connection with the supply of fresh water for Quarantine Station, Lawlor's Island, Halifax, N.S. Name of contractors, Farquhar Bros. Ltd., Halifax. N. S. Date of contract, October 15, 1918. Amount of contract, $7,950.00.

Erection and completion of Active Treatment Wards, Power House, Laundry and conduit System, Neurological Ward and Officers' Ward in connection with Military Hospital, Ste. Anne de Bellevue, Que. Name of contractors, E. G. M. Cape & Company, Ltd., Montreal, Que. Date of contract, October 21, 1918. Amount of contract, $509,000.00.

Service and Dining Room Block Unit "G" in connection with Military Hospital, London Ont. Name of contractors, Canadian Contractors & Builders, Ltd., Brockville, Ont. Date of contract, October 21, 1918. Amount of contract, $53,900.00.

Construction of Administrative and Surgical Buildings in connection with Military Hospital, London, Ont. Name of contractors, Bate, McMahon & Low, Ottawa, Ont. Date of contract, October 24, 1918. Amount of contract, $102,-494.00.

Installation of automatic sprinkler system in two wooden freight sheds on Government Wharf, Vancouver, B. C. Name of contractors, Canadian General Fire Extinguisher Company, Ltd., Vancouver, B.C. Date of coutract, September 27, 1918. Amount of contract, $32,-853.45.

Trade or Class of Labour	Rates of wages. Not less than:
Foreman in charge	$7.50 per day of 8 hours
Foreman steam fitters	6.50 " 8 "
Steam fitters	6.00 " 8 "
Steam fitters helpers	4.00 " 8 "
Foreman plumbers	6.50 " 8 "
Plumbers	6.00 " 8 "
Plumbers' helpers	4.00 " 8 "
Foreman electrcian	6.50 " 8 "
Electricians	6.00 " 8 "
Carpenters	6.00 " 8 "
Blacksmiths	6.00 " 8 "

DEPARTMENT OF RAILWAYS AND CANALS.

Rebuilding a portion of the northeast Guide Pier at the Lower Entrance of the Carillon Canal, at Carillon, in the County of Argenteuil and Province of Quebec. Name of contractor, Philias Dore, Valleyfield, Que. Date of contract, October 16, 1918. Amount of contract, schedule rates.

Renewing a portion of the wharf on the west side of the Upper Entrance of the Chambly Canal at St. Johns, in the Province of Quebec. Name of contractors, The Laurin & Leitch Engineering & Construction Company, Limited, Montreal, Que. Date of contract, October 16, 1918. Amount of contract, schedule rates.

Supply and installation of oil storage tanks, pumps and water outfits at the following points on Canadian Government Railways: — Graham, Ontario; Chaudiere Junction, Quebec; Campbellton, New Brunswick; St. John, New Brunswick; Edmundston, New Brunswick; Sydney, Nova Scotia, and Charlottetown, P. E. I. Name of contractors, S. F. Bowser & Co., Inc., Toronto, Ont. Date of contract, October 7, 1918. Amount of contract, $25,464.30.

Erection and completion of a temporary station, with baggage express and commissariat buildings at or near the site of the new station at Halifax, Nova Scotia. Name of contractors, Morrison & Downing, Halifax, N.S. Date of contract, October 7, 1918. Amount of contract, $68,772.00.

Erection and completion of a concrete oil storage vault at St. John, New Brunswisk. Name of contractors, Engineers & Contractors, Limited, St. John, N.B. Date of contract, October 15, 1918. Amount of contract, $2,800.00.

Erection and completion of two (2) 200 tons capacity coaling plants, one at Stellarton, Nova Scotia, and one at Springhill, Nova Scotia. Name of contractors, Williams & Wilson Limited, Montreal, Que. Date of contract, October 16, 1918. Amount of contract, $20,250 each with schedule rates for additions or deductons.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in October for supplies ordered by the Post Office Department subject to the Regulation for the Suppression of the Sweating System, the securing of fair wages and the performance of work under sanitary conditions:

Nature of orders.	Amount of orders
Making metal dating stamps and type and making other hand stamps and brass crown seals	$463.80
Making rubber dating stamps	42.12
Supplying stamping material and repairing stamping pads	573.87
Repairing parcel scales	2.75
Repairing satchels	44.52
Supplying mail bag fittings	1,715.15
Making and repairing miscellaneous articles of postal stores	125.10
Repairing railway clerks' tin travelling boxes and portable boxes	88.50

FURTHER REGULATIONS AFFECTING WESTERN COAL MINES*

ADDITIONAL orders governing conditions in the coal mining industry have recently been issued by Mr. W. H. Armstrong, Director of Coal Operations for the mines in southeastern British Columbia and southwestern Alberta. These orders are summarized as follows:

ORDER No. 81.—In view of a tax of 5 cents per ton imposed by the Government of Alberta upon all coal produced in that province, coal operators who had not already done so were authorized to increase the price of their commodity by 5 cents per ton, dating from June 1, 1918.

ORDER No. 82.—In consequence of the increased cost of production, the following advances were authorized in the selling price of coal f.o.b. the mines in Alberta and southeastern British Columbia: Bituminous coal mines in the districts of the Crow's Nest Pass, Edmonton, Brazeau and Canmore were authorized to increase their price 18 cents per ton; lignite coal mines in the Drumheller and Edmonton areas, 16 cents per ton, and in the Lethbridge area, 20 cents per ton. An increase of 25 cents per ton was allowed for anthracite coal, and 36 cents per ton for coke.

*For previous regulations see LABOUR GAZETTE, September, 1918, p. 753, and various preceding issues.

ORDER No. 83.—At the mines of the Hillcrest Collieries, Limited, the following new rates of wages were established for "flat work," where small dump cars are used, to be effective up to March 31, 1919:

Mining and shooting coal, 60 cents per ton.

Loading coal, 20 cents per cubic yard.

Laying track, not exceeding 16 lbs., 1½ cents per cubic yard.

Pushing and dumping small cars up to 200 ft., 6½ cents per cubic yard.

These rates and conditions were based upon the width of rooms as has been the custom at this mine, and the order does not affect any existing prices at the Hillcrest collieries. A previous order, No. 46, is rescinded.

ORDER No. 84.—A dispute arose at the mines of the Crow's Nest Pass Coal Company regarding payment of post timbering where used in entries or levels to take the place of boom timbers. A ruling was made by the Director that in levels or entries where the coal is low or the roof strong enough to stand safely without the use of boom timbers, but where it is necessary to set up post timbers with caps for permanently supporting the roof, such posts shall be paid for at the rate of 4c per lineal foot. This shall apply to the payment for posts in all entries and levels in the mines at Coal Creek and Michel, except where provision is made in the Tentative Agreement for a different method of post timbering.

ORDER No. 85.—An order was issued authorizing the following maximum prices per net ton for all coal sold f.o.b. the mines in Edmonton and vicinity: lump coal, $4.91; nut coal, $3.91; mine-run coal, $3.81; these prices to be in force from August 1, 1918.

ORDER No. 86.—A further order was issued with reference to the mines of the Crow's Nest Pass Coal Company at Coal Creek and Michel. The miners employed at those places made a request for the adoption of a single shift instead of a double shift in all the mines, alleging the dangerous conditions of the mines due to working double shift. It was pointed out by the Director that the question of the safety of the mines is one that comes within the jurisdiction of the Department of Mines under the Coal Mines Regulation Act of British Columbia, and does not fall under the jurisdiction of the Director of Coal Operations. The representatives of the men and company disagree as to whether the operation of these mines would be more dangerous on a double than on a single shift. In view of this difference of opinion, the company was instructed to install a single shift system at their mines, and a request was made by the Director to the Minister of Mines of British Columbia to appoint a Royal Commission as proposed by him to determine the question at issue. When the Commission has made its report the matter under dispute will again be reviewed. The single shift system is not to apply to development places nor to necessary repairs in the mines.

CANADIAN RAILWAY WAR BOARD'S ADDITIONAL INTERPRETATIONS OF SUPPLEMENT No. 7 OF THE McADOO AWARD

THE October, 1918, issue of the LABOUR GAZETTE contained the full text of Supplement No. 7 of the McAdoo award (see pages 861-864), and also the Canadian Railway War Board's interpretation of certain clauses of the Supplement (see pages 857-860) that will govern its application to railways in Canada. On October 17 the Board issued the following additional interpretations, supplementing those previously issued, to be effective as from September 1, 1918:

Additional interpretations of Supplement No. 7

Previous interpretations which conflict with the following are hereby cancelled.

ARTICLE I.

Question 1.—Does Article 1, clause (a) apply to all clerical forces to which minimum of $87.50 per month is granted?

Answer.—Yes.

(NOTE.—Owing to the inequalities and probable dissatisfaction arising from application of $87.50 minimum to employees new to the service such as beginners at stenography, comptometer operators, ticket assorters, and junior clerks, as well as to the more experienced and competent employees to whom the same rate at present applies, it is anticipated that a revision of classification will shortly take place providing for the establishment of an "apprentice" class, in which will be included positions such as those specifically mentioned above, and to which a lower rate will apply. It is anticipated that the proposed "apprentice clerk" classification will provide for a reasonable age limit, and that $25 per month increase, without the $87.50 minimum, will be awarded.

It is suggested that the employees who are concerned in the anticipated re-classification be informed as to what is contemplated, with a view to avoiding possible difficulty when the reductions are made effective.)

Question 2.—Under what clause should red cap porters be considered?

Answer.—Article 1, clause (c).

ARTICLE II.

Question 3.—Is it permissible to retain stationary engineers, "steam" firemen and power house oilers on other than monthly basis?

Answer.—Hourly rates may be continued provided established minima are paid.

ARTICLE V.

Question 4.—Is it proposed to give any further consideration to question of overtime worked by employees named in this Article, though working alongside men provided for by Supplement 4? Supplement 7 allows pro rata for ninth and tenth hours, whereas Supplement 4 provides time and half over eight hours worked?

Answer.—Not at present. There is a possibility of further consideration.

ARTICLE VI.

Question 5.—Are parlour, sleeping and dining car employees, conductors, porters, stewards, waiters, cooks and help intended to be provided for by Supplement No. 7?

Answer.—No, General Order No. 27.*

Question 6.—Are station restaurant help intended to be provided for by Supplement 7?

Answer.—No, General Order No. 27.

ARTICLE X.

Question 7.—Is it the intent to grant $25.00 per month increase in salaries in effect January 1, 1918, irrespective of reduction of hours as result of application of Article 10? The text of Supplement does not make clear how this is applied to hourly rated employees.

Answer.—Yes, irrespective of hours previously worked, for an eight-hour day, but not to produce a rate in excess of the maximum given.

ARTICLES XII AND XIII.

Question 8.—Is it the intent that these Articles be literally and generally applied?

Answer.—Yes, in matter of investigations, absolutely yes; in matter of seniority, generally speaking, yes. Clerks themselves were in doubt what they wanted, so can give no definite opinion at present.

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*For text of General Order No. 27, see LABOUR GAZETTE, June, 1918, pp. 432-439.

AN INTERPRETATION OF THE McADOO AWARD IN THE UNITED STATES

THE Director General of Railroads in the United States recently issued Interpretation No. 3, covering (1) the application of General Order No. 27* to pieceworkers, and (2) Supplement No. 4† with Addenda Nos. 1 and 2, and Interpretation No. 1 and Amendment No. 1 thereto.

The full text of the Interpretation follows:

Interpretation No. 3 to General Order No. 27 and to Supplement No. 4, etc.

METHOD OF APPLYING INCREASES TO PIECE-WORKERS.

ARTICLE I.

(a) The increases provided for in General Order No. 27 apply to each hour worked and not to piecework prices per item or operation.

(b) Overtime hours, prior to August 1, 1918, will be paid for at the rate in effect as of December 31, 1917, and up to and including July 31, 1918; from August 1, 1918, at the rate of one and one-half times the average straight time hourly piecework earnings for the current pay period, provided that the straight time piecework earnings plus one-half additional, equals the guaranteed minimum at the hourly rate of one and one-half time.

(c) Any increase in wages due to increased rates of compensation granted between January 1, 1916, and December 31, 1917, shall be deducted from the amount of increase provided for in General Order No. 27, but in no case shall such deduction operate to reduce earnings based on rates in effect as of December 31, 1917.

(d) In the absence of established standard hourly rates for any one or more of the seven classifications designated in Supplement No. 4, the going rate in each craft in accordance with the classification existing prior to the application of Supplement No. 4 for mechanics or helpers at each point on each of the several railroads, shall be used as the base rate to which will be added the increases provided for in Section C, Article II, General Order No. 27.

(e) Example 1.—Assume that in Yard B, 75 wood freight car builders or repairers are employed, the base hourly rates in December, 1915, were:

15 at 32 cents per hour.
31 at 33 cents per hour.
17 at 34½ cents per hour.
12 at 36 cents per hour.

Thirty-three (33) cents thus becomes the going rate for the basis of computing the hourly increase for all wood freight car builders or repairers in Yard B. General Order No. 27, Article II, Section C, using the going rate of 33 cents, establishes a rate of 46.75 or 13.75 cents increase over the December, 1915, hourly rate. Between January 1, 1916, and December 31, 1917, increases amounting to 9 cents per hour had been put into

*For text of General Order No. 27, see LABOUR GAZETTE, June, 1918, pp. 432-439.

†For text of Supplement No. 4, see LABOUR GAZETTE, September, 1918, pp. 755-759.

effect. The net increase established by General Order No. 27 is therefore 4.75 cents per hour to hourly workers, and represents the total increase per hour to pieceworkers of the same class in Yard B. The same method of procedure will apply to each of the respective groups of employees, such as upholsterers, coach carpenters, cabinetmakers, passenger or freight steel car body builders or repairers, truck builders or repairers, coach painters, locomotive painters, locomotive carpenters, moulders, coremakers, electricians, signal men and signal maintainers, tinners, pipe fitters, coppersmiths, sheet metal workers, and all men classified and used as helpers.

(f) Where piecework rates or pieceworkers received no increase between January 1, 1916, and December 31, 1917, it is evident that the average earning rate was sufficiently in excess of the hourly rate to cover any increases that may have been granted hourly workers. In determining the increases to such pieceworkers, they shall receive the same increase per hour as accrues to the hourly worker under General Order No. 27, illustrated herein by example 1, paragraph (e).

(g) The application of increases to machinists, boilermakers, and blacksmiths, who are on the piecework basis, shall be as above outlined (see example 2), except where the establishment of the minimum rate of 55 cents per hour is less than the increase provided for in Section C, Article II, General Order No. 27, in which case the greater increase will apply. (See example 3.)

(h) Example 2.—In December, 1915, machinists in Shop C were paid a going rate of 35 cents per hour. Section C, Article II, General Order No. 27, establishes a rate of 49.50 cents per hour. This would automatically go to the minimum rate of 55 cents per hour, or 20 cents increase over the December, 1915, hourly rate. Between January 1, 1916, and December 31, 1917, increases amounting to 9 cents per hour had been put into effect. The net increase established by General Order No. 27 is therefore 11 cents per hour to hourly workers and represents the total increase per hour to the machinists on piecework in Shop C.

(i) Example 3.—In December, 1915, machinists in Shop D were paid a going rate of 42 cents per hour. The new rate provided for in Section C, Article II, of General Order No. 27, is 58.25 cents per hour, making an increase of 16.25 cents per hour over the December, 1915, hourly rate. Between January 1, 1916, and December 31, 1917, increases amounting to 9 cents per hour had been put into effect. The net increases established by General Order No. 27 is therefore 7.25 cents per hour to hourly workers, and represents the total increase per hour to the machinists on piecework in Shop D.

(j) If the increases for pieceworkers under General Order No. 27 added to their average hourly straight time piecework earnings, by pay period, do not equal the minimum hourly rates established for hourly workers of the same class, the back pay due such pieceworkers, by pay periods, January 1, 1918, to July 31, 1918, inclusive, will be computed on the basis of the minimum hourly rates applicable to the respective classes, as per Supplement No. 4.

(k) Example 4.—Pieceworker E, guaranteed a 58-cent minimum hourly rate by Supplement 4, worked 208 straight-time hours in March, 1918; his

average piecework earnings for this pay period were 55 cents per hour, including the increase under General Order No. 27. Pieceworker E therefore receives the minimum rate of 58 cents per hour for the March pay period.

(l) Example 5.—Pieceworker F, guaranteed a 58-cent minimum hourly rate by Supplement 4, worked 208 straight-time hours in March, 1918; his average piecework earnings for this pay period equals 60 cents per hour, including the increase under General Order No. 27. Pieceworker F, having exceeded the minimum rate of 58 cents per hour for the March pay period, receives back pay at the 60-cent rate.

(m) Example 6.—Pieceworker G, guaranteed a 58-cent minimum hourly rate by Supplement 4, worked a total of 268 hours in August, 1918, divided as follows: Fifty straight-time hours on hourly work at 58-cent rate, 158 straight-time hours on piecework, average earnings per hour 65 cents, 20 hours overtime on hourly work at the rate of one and one-half time, or 58 plus 29, equalling 87 cents per hour, and 40 hours overtime on piecework, or 65 plus 32.50, equalling 97.50 cents per hour (as per Art. II, Sec. A). The total earnings for the August pay period are as follows:

50 hours at 58 cents per hour..	$ 29.00
158 hours at 65 cents per hour.	102.70
20 hours at 87 cents per hour..	17.40
40 hours at 97½ cents per hour	39.00
Total.....	$188.10

GENERAL APPLICATION OF INCREASES SUPPLEMENT 4 TO GENERAL ORDER 27.

ARTICLE II.

(a) The increases provided for in Supplement No. 4 to General Order No. 27 apply only to hourly, daily, weekly, or monthly rates, with the proviso that in no case shall a pieceworker be compensated for service rendered from January 1, 1918, to July 31, 1918, or thereafter, at a less rate per hour for each straight-time hour worked, than the minimum rate established, for the hourly worker as per the respective classifications. Effective August 1, 1918, the one and one-half time rate for overtime applies to pieceworkers as well as to hourly rated employees.

(b) Increases provided for in General Order No. 27 for hourly, daily, weekly, and monthly paid employees were cancelled with the issuance of Supplement No. 4, and in no manner refer to or affect the increases provided for in Supplement No. 4 to General Order No. 27.

(c) The hours of service and overtime provisions of Supplement 4, Article IV, section 2, do not apply to supervisory forces on monthly salary referred to in Supplement 4, Article III, section 5.

(d) Monthly supervisory forces specified in Supplement 4, Article III, section 5, assigned to inspect new equipment under construction by contract, shall receive the salary increase of forty ($40) dollars per month.

(e) Excepting salaried supervisory forces and coach cleaners, employees coming within the classifications specified in Supplement No. 4 to General Order No. 27, shall be paid for overtime as provided in section 2, Article IV, of Supplement No. 4.

(f) Employees voluntarily leaving the service.—The amount accruing under the provisions of Supplement 4 to General Order No. 27 will not accrue to those employees who left the service voluntarily to accept or secure employ-

ment at some other point on the same railroad or on another railroad, or elsewhere, because remaining in the service at the point employed, unless transferred, was the consideration upon which the promise to make the increases effective as of January 1, 1918, was based.

Article III.

Rates based upon years of experience (Supplement No. 4, Art. II, secs. 2, 2-A, and 2-B).—(a) Employees performing work recognized as mechanics' work in the respective trades who, by agreement with duly authorized committees representing the craft or crafts, have had their rates levelled up to that of the mechanic, shall receive the mechanics' rate as per Article II, sections 1 and 1-A; otherwise Article II, sections 2, 2-A and 2-B will apply. The period of experience on mechanics' work, in the trade employed, shall be cumulative.

Example 7.—Employee H worked:

Twelve months on machinists' work for railroad C.

Six months on machinists' work in navy yards D.

Twelve months on machinists' work in manufacturing plant E.

Eighteen months on machinists' work for railroad by whom now employed.

Total, four years.

Such employees should be paid the machinists' rate.

(b) Nothing in the above section shall be construed to mean that mechanics of the respective trades who have qualified as such in other industries shall be paid less than the minimum rates specified in Article II, sections 1 and 1-A of Supplement No. 4, upon entering railroad service.

Article IV.

Expense allowance (sections 4 and 5, Article IV, Sup. No. 4 to General Order No. 27).—The allowance for expenses provided for in section 4, Supplement No. 4 to General Order No. 27, is the same as shown in section 5, and is at the rate of $2 per day for three meals and lodging; 50 cents per meal, 50 cents for lodging. It is not intended to make this feature retroactive prior to August 1, 1918.

Article V.

Supervisory forces (section 4, Article III, Supplement 4 to General Order 27). —This section applies to minor supervisory forces who are held responsible for the work of their gang, have been so recognized, and who shall receive 5 cents per hour in excess of the minimum hourly rate established for the craft.

Article VI.

Wheel shop employees (General Order 27, Supplement 4, Article I, sections 1 and 1-B).—(a) Employees boring and turning wheels, and turning axles in wheel shop, are classified as machinists by section 1, Article I, of Supplement No. 4 to General Order No. 27.

(b) Employees pressing on and off wheels are classified as machinists' helpers by section 1-B, Article I of Supplement No. 4 to General Order No. 27, and receive an increase of 13 cents per hour over rate in effect January 1, 1918, prior to application of General Order No. 27, with a minimum guaranteed rate of 45 cents per hour.

Article VII.

Flue work (Supplement No. 4, Art. I, secs. 2 and 2-B).—(a) Flue work, boiler department, includes flue welders under boiler foremen.

(b) Heaters and helpers assisting welders shall be classed as boilermaker helpers.

Article VIII.

Rivet heaters.—(a) Include rivet heaters in Supplement No. 4, Article I, section 2-B. Rivet heaters under 18 years

of age shall be paid 25 cents per hour until they reach the age of 18, and thereafter helpers' rates.

(b) Rivet heaters in Supplement No. 4, Article I, section 6-B, under 18 years of age shall be paid 25 cents per hour until they reach the age of 18, and thereafter helpers' rates.

ARTICLE IX.

Electrical workers (Supplement No. 4, Art. I, secs. 5 and 5-A).—It is not necessary for an electrical worker to be competent to perform all items of work specified. Employees skilled in any of this work shall be paid the rate established for the respective class.

ARTICLE X.

Material carriers and helpers.—(a) Material carriers in Supplement No. 4, Article I, section 6-b, applies only to employees regularly engaged in selecting and distributing material to mechanics in car department.

(b) Labourers shall not be classified as helpers in the seven basic trades, unless they actually perform work recognized as helpers' work.

ARTICLE XI.

Locomotive crane operators (sec. 6, Art. I, Supplement No. 4 to General Order No. 27).—Locomotive crane operators, when employed in the car and locomotive shop yards, shall be considered under the same classification as "wrecking derrick engineer" in section 6, Article I, Supplement No. 4 to General Order No. 27, and receive 13 cents per hour over the rate in effect January 1, 1918, prior to the application of General Order No. 27, with a guaranteed minimum of 58 cents per hour. (Where employed in other departments they shall be considered under the same classification as pile driver, ditching and hoisting engineers, in Article I, section b of Supplement No. 8* to General Order No. 27.)

ARTICLE XII.

Derrick engineer (sec. 6, Art. I, Supplement No. 4 to General Order No. 27).—"Wrecking derrick engineers" covers the engineer operating a power-driven crane employed principally for clearing up wrecks.

ARTICLE XIII.

Moulders and helpers.—Cupola tenders (Supplement No. 4, Art. I. secs. 7 and 7-B).—(a) A cupola tender is interpreted to be one who supervises the cupola and prescribes the charge, the fuel to be used, and drawing the melt.

(b) Cupola tender helpers shall receive an increase of 13 cents per hour over rates in effect as of January 1, 1918, prior to the application of General Order No. 27, with a guaranteed minimum rate of 45 cents per hour.

(c) Employees in charge of brass melting in foundry shall receive not less than the moulder's minimum rate, and helpers the same as helpers in section (b) of this Article.

ARTICLE XIV.

These interpretations shall apply to all addenda, amendments, and interpretations to Supplement No. 4 to General Order No. 27, from their respective effective dates.

W. G. McADOO,
Director General of Railroads.

*For text of Supplement No. 8, see LABOUR GAZETTE, October, 1918, pp. 864-6.

PRICES, RETAIL AND WHOLESALE, IN CANADA, OCTOBER, 1918, AND IN OTHER COUNTRIES

THE general movement of prices was upward, owing to seasonal advances in grains, fodder, dairy products, fish, in certain fruits and vegetables, and in some manufactured goods and raw furs. Meats continued to decline gradually in line with cattle prices. Hogs and sheep were down steeply.

In retail prices the weekly budget of staple foods averaged $13.54 in some 60 cities, as compared with $13.31 in September and $11.81 in October, 1917. Meats were slightly lower, but eggs, milk and butter were higher, while potatoes were upward. Bread, flour, rolled oats, rice, prunes and sugar averaged higher, but beans and evaporated apples declined. Coal was slightly higher, but wood showed considerable advances.

In wholesale prices, the index number rose to 289.6 for October, as compared with 285.3 for September and 242.6 for October, 1917. The chief increases for the month were in the groups, Grains and Fodder, Dairy Products, Fish, Fruits and Vegetables, Miscellaneous Foods, House Furnishings, and Raw Furs. There were slight decreases in Animals and Meats, Textiles, Metals, and Paints, Oils and Glass.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1916	1917	Oct. 1914	Oct. 1915	Oct. 1916	Oct. 1917	Sept. 1918	† Oct. 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	60.2	50.2	47.6	52.4	62.8	77.4	76.2
Beef, shoulder, roast	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	41.3	35.0	32.8	34.4	43.6	55.4	54.2
Veal, roast, forequarter	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	22.7	18.1	17.5	19.7	24.0	27.6	28.0
Mutton, roast, hindq'	1 "	11 8	12.2	16.8	18 0	17.8	19.1	23.3	28.1	21.4	20.8	24.2	29.4	36.8	36.4
Pork, fresh, roast, ham	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	29.6	20.4	19.6	23.5	32.7	39.3	38.0
Pork, salt, mess	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	53.5	38.0	35.8	40.2	59.4	70.0	70.0
Bacon, breakfast	1 "	15.4	17.8	24.5	23.3	22.5	24.7	28.8	38.5	26.9	26.0	30.5	43.2	51.1	51.1
Lard, pure leaf	2 "	26.2	28.2	40 6	36.0	35.6	33.4	40.4	59.4	37.4	35.8	42.2	63.8	74.0	74.2
Eggs, fresh	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	48.9	35.3	36.2	43.6	54.7	55.7	60.7
Eggs, storage	1 "	20.2	23 4	28.4	27.9	31.2	23.1	32.7	42.4	31.5	31.6	38.3	48.5	50.8	55.0
Milk	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	52.6	62.2	54.0	51.0	54.6	64.8	74.4	75.6
Butter, dairy, solid	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	86.4	59.0	60.8	74.2	92.6	95.8	101.2
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.0	34.7	35.1	42.4	50.6	52.8	55.7
Cheese, old	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	33.0	22.0	24.0	27.8	33.5	33.3	33.3
Cheese, new	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	30.4	20.3	21.1	26.1	30.3	31.0	31.4
Bread, plain, white	15 "	55.5	58.5	66.0	84.5	60.0	61.5	74.3	104.4	67.5	66.0	84.0	109.5	117.0	118.5
Flour, family	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	64.2	38.0	35.0	48.0	66.0	68.0	69.0
Rolled oats	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	39.5	25.0	24.0	25.0	32.5	40.0	40.5
Rice, good medium	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	13.2	12.1	13.6	18.4	23.8	24.6
Beans, handpicked	2 "	8.6	9.7	10.8	10.4	11.6	12.4	19.5	29.8	13.6	14.8	20.8	33.6	33.8	33.2
Apples, evaporated	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	13.7	12.1	13.4	16.5	23.2	23.1
Prunes, medium size	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	15.4	13.2	12.9	13.2	16.1	18.3	18.8
Sugar, granulated	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	38.9	31.2	30.0	36.8	42.4	47.2	48.8
Sugar, yellow	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	18.5	14.0	13.8	16.8	19.6	21.8	22.4
Tea, black, medium	¼ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	11.5	9.9	9.7	9.9	12.4	15.2	15.5
Tea, green, medium	¼ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.8	9.9	10.2	11.9	14.5	14.8
Coffee, medium	¼ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	10.1	9.9	9 8	9.9	10.1	11.4	11.5
Potatoes	2 pks	24.1	28.0	30.3	44.6	46.3	36.0	58.7	89.2	35.3	35.0	53.0	56.7	70.7	71.3
Vinegar, white wine	1/16 qt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.7	.8	.9	.9	.9
All foods		$5.48	$5.96	$6.95	$7.14	$7.34	$7.34	$8.79	$11.42	$7.99	$7.82	$9.30	$11.81	$13.31	$13.54
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Starch, laundry	½ lb.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.0	3.2	3.2	3.5	4.4	4.8	4.8
Coal, anthracite	1/16 ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	67.0	53.9	51.2	57.9	69.4	77.9	78.8
Coal, bituminous	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	37.8	36.9	39.9	54.6	60.8	62.6
Wood, hard	" cord	32.5	35.3	38.8	41.4	41.3	42.5	42.9	52.9	42.6	41.5	43.9	57.3	72.1	76.9
Wood, soft	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	38.9	31.5	30.2	31.6	43.2	54.1	58.8
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	25.0	24.1	23.0	23.0	25.8	28.0	27.4
Fuel and lighting		$1.50	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	$2.37	$1.90	$1.83	$1.96	$2.50	$2.93	$3.05
Rent		$2.37	$2.89	$4.05	$4.05	$4.60	$4.75	$4.04	$4.32	$4.55	$3.98	$4.08	$4.47	$4.82	$4.85†
Grand total		$9.37	$10.50	$12.79	$13.00	$13.79	$14.02	$14.78	$18.15	$14.47	$13.66	$15.38	$18.82	$21.11	$21.48

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11.39	$7.70	$7.91	$8.77	$11.92	$13.51	$13.78
Prince Edward Island	4.81	5.26	5.81	5.80	6.11	6.34	7.57	9.79	6.72	6.66	7.80	10.31	11.72	11.90
New Brunswick	5.38	5.83	6.55	6.84	7.13	7.04	8.70	11.22	7.65	7.50	8.87	11.74	13.21	13.26
Quebec	5.15	5.64	5.33	6.46	6.97	6.87	8.48	11.16	7.40	7.46	8.95	11.57	12.70	13.19
Ontario	5.01	5.60	6.50	6.67	7.25	7.20	8.84	11.60	7.77	7.73	9.41	11.84	13.27	13.58
Manitoba	5.35	6.19	7.46	7.41	7.88	7.87	8.68	10.73	8.27	8.03	8.87	11.13	12.86	12.84
Saskatchewan	6.86	8.92	7.85	8.08	8.16	8.25	8.86	11.11	8.64	8.01	9.11	11.66	13.10	13.51
Alberta	6 02	8.50	8.00	8.08	8.15	8.33	8.79	11.55	8.46	7.91	9.31	11.87	13.32	13.27
British Columbia	6.90	7.74	8 32	8.79	9.03	9.03	9.13	11.83	9.51	8.04	9.79	12.42	14.28	14.39

*December only. †Newcastle and Lethbridge omitted.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1–Beef, sirloin steak....lb.....	38	35	35	4	40	**37.6**	30	35–38	40	35	**37.2**	31–33	40	35	35–38
2–Beef, round steak.... "	35	35	35	38	37	**36.0**	30	32–35	35	30	**32.8**	31–33	35	30	35–38
3–Beef, rib roast prime.. "	35	28	28	35	35	**32.2**	28	25–30	35	25	**29.2**	31	40	30	30
4–Beef, shoulder roast.. "	25–35	25	25	28	32	**28.0**	25	20–25	25	25	**24.2**	24–26	35	27	28
5–Veal, roast, forequarter "	18–20	18	22	22	22	**20.6**	12–20	.....	20	16	**18.0**	29–34	30	27	25
6–Mutton, leg roast, h'q. "	25–35	25	30	40	.....	**31.3**	25–30	40	35	25	**33.3**	27–30	40	.....	30
7–Pork, fresh, roast, ham "	38	35	32	35	33	**34.6**	35	35	35	30	**33.3**	36–38	40	35	35
8–Pork, fresh chops.... "	38	35	35	35	35	**35.6**	35	35	38	35	**36.0**	36	40	35	35
9–Pork, salt, mess..... "	22	.....	37	35	35	**32.3**	30–32	35	35	35	**35.0**	38–40	40	35	34
10–Bacon, br'fast, not sli'd "	50	48	50	45	45	**47.6**	45	48	50	45	**47.7**	50	50	50	50
11–Fish, fresh, g. quality. "	7	18	30	10–14	15	**16.4**	8	12	10–15	12	**12.2**	11	15–35	12.5	12–15
12–Fish, salt, herrings..doz.....	60	65	60	60	60	**61.0**	80	60	60	60	**60.0**	60	60	.....	.....
13–Salmon, canned, med..lb.....	.....	35	35	30	35	**33.8**	35	35	35	32	**34.0**	30	25–40	30–40	25
14–Lard, pure leaf, best.. "	40	38	37	38	40	**38.6**	35	36	40	35	**37.0**	36	40	38	35
15–Eggs, new laid.....doz.....	65	55	60	65	60	**61.0**	52	60	60	55	**58.3**	65	60	55–65	55
16–Eggs, storage..... "	.....	.....	55	.....	.....	**55.0**	.....	.....	.....	45	**45.0**	55	50	.....	.....
17–Milk, delivered.....qt.....	14–16	12	12	15	11	**13.0**	10	11	12	11	**11.3**	14	13	11.1	10
18–Butter, dairy solids...lb.....	55	55	50	52	48	**52.0**	46	a50	48	50	**47.3**	49–51	55	50	48
19– " creamery prints "	60	58	56	58	55	**57.4**	50	55	55	54	**53.7**	53–55	55–60	58	52
20–Cheese, old..... "	.....	.....	.....	.....	.....	.....	28	.....	35	33	**34.0**	35–37	35	35	30–32
21–Cheese, new..... "	32	32	32	32	32	**32.0**	25	32	35	30	**32.3**	31–33	30	35	30
22–Bread, plain white... "	9.3	8.7	8	8.7	8.7	**8.7**	7.3	8–8.7	8.7–9.3	8	**8.5**	8	7.3	8.3	4
23–Flour, family..... "	7.5–7.7	7.9	7.3	7.3	7.7	**7.6**	6.5	7.3	7.3	7.3	**7.3**	7.5	7.3	7.3	7.3
24–Rolled oats, standard. "	9	9	8	10	8	**8.8**	8	8.5	9	8	**8.5**	9	8	10	8
25–Rice, medium..... "	14	15	12	12	12	**13.0**	10	12	15	13	**13.3**	10	10	12.5	10
26–Rice, Patna..... "	.....	13	12	18	12	**13.8**	12	.....	18	15	**16.5**	.....	12	18	12
27–Tapioca, medium pearl "	.....	20	25	20	20	**21.3**	25	.....	20	22	**21.0**	15	20	20	30
28–Tomatoes, canned 3's can.....	30	28	25	25	25	**26.6**	25	25	25	28	**26.0**	25	25	25	25
29–Peas, canned 2's.... "	25	20	20	20	18	**20.6**	25	20	25	18	**21.0**	20	20	22	25
30–Corn, canned 2's.... "	25	25	25	25	25	**25.0**	25	24	25	25	**24.7**	20	25	25	23
31–Beans, common.....lb.....	20	20	20	18	20	**19.6**	18	20	18	18	**18.7**	18	20	20	18
32–Apples, evaporated... "	.....	.....	27	25	.....	**26.0**	22	.....	.....	23	**23.0**	16	30	.....	25
33–Prunes, medium..... "	18–20	18	18	18	18	**18.2**	18	18	20	18	**18.7**	.....	20	18	18
34–Sugar, granulated.... "	13	12	12.5	12	12.1	**12.3**	11	12	12	11.1	**11.7**	12	12	12	12
35–Sugar, yellow..... "	12	11	11.1	10	11	**11.0**	10	11.5	11	9.5	**10.7**	11	11	11	10.5
36–Tea, black, medium.. "	65–75	65	65	65	55	**64.0**	60	75	60	65	**66.7**	60	45	60–70	40
37–Tea, green, medium.. "	.....	65	65	65	.....	**65.0**	70	.....	70	70	**70.0**	60	45	60–70	35
38–Coffee, medium..... "	50–55	55	60	50	45	**52.5**	45–50	50	45	50	**48.3**	55–60	45	50	40
39–Potatoes, local, per bag of 1½ bu., 90 lbs.....	$3.00	$1.80	$1.50	$2.63	$2.10	**$2.21**	$1.35	$2.10	$2.70	$2.15	**$2.32**	$1.50–1.75	$2.25	$2.25	$1.50
40–Vinegar, white wine, XXX, per quart.....	.12	.12	.12	.15	.13	**.128**	.20	.12	.13	.10	**.167**	.18–.22	.15	.15	.10
41–Starch, laundry, per pound.....	.15	.15	.15	.18	.15	**.166**	.14	.15	.16	.14	**.15**	.12–.14	.15	.15	.15
42–Coal, anthracite, stove size, per ton, 2,000 lbs.....	16.00	.....	15.00	17.25	14.25	**15.63**	17.40	.....	16.00	14.00	**15.00**	12.75–13.25	12.00	11.50	13.00
43–Coal, bituminous, domestic, per ton, 2,000 lbs.....	6.30	7.50	7.60–9.50	10.75	10.00	**8.62**	9.40	8.25–10.00	10.00–12.75	11.00	**10.50**	12.00	10.00	11.00	10.50
44–Wood, hard, best, per long cord. (128 cu. ft.).....	6.00	6.00	10.0	14.00	8.00	**8.80**	9.00	10.00	16.00–18.00	14.00	**13.67**	b13.33–14.67	12.00	12.00	13.00
45–Wood, soft, best per long cord. (128 cu. ft.).....	5.00	5.00	5.00	8.00	4.50	**5.50**	h7.50	6.00	9.00	6.00	**7.00**	b11.33–12.67	8.00	11.00	h7.50–8.00
46–Coal, oil, prime white, per gallon.....	.28	.28	.27	.25	.28	**.272**	.24	.26	.24	.22	**.24**	.22	.25	.25	22
47–Rent, house, 6 roomed san. conveniences, mon.....	14.00–18.00	14.00	16.00	25.00	18.00–20.00	**18.00**	12.00	20.00–25.00	13.00	16.00	**12.88**	17.00–20.00	12.00	16.00	14.00
48–Rent, house, 6-roomed, no san. con., per month.....	8.00–12.00	9.00	7.00	18.00–20.00	12.00–15.00	**11.70**	9.50	14.00–16.00	10.00	12.00	**12.33**	.....	8.00	14.00	7.00

a Dairy prints. † Newcastle omitted; Lethbridge omitted. b Calculated from price per wagon load.

IN CANADA, AT THE MIDDLE OF OCTOBER, 1918†

Quebec (*Continued*)					Ontario														
St. Hyacinthe	St. John	Montreal	Hull §	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
30	35	30	25	**32.9**	40	32-38	32	40	40	40	30-35	45	38	45	43	40	40	35	1
30	35	28	25	**31.4**	38	30-35	30	35	40	40	27-30	38	35	40	4	35	38	35	2
18	28	22-25	25	**28.2**	35	28-35	25-30	35	30	35	28-30	30	33	35	30	35	32	28	3
23	25	20-22	25	**26.1**	28	22-28	22-25	26	28	30	24	28	25	28	28	28	28	28	4
15	32	15	.....	**25.1**	.....	25	25-30	30	28	30-35	28	35	32	30	30	20	32	30	5
35	38	30	.....	**33.6**	.....	35	40-42	45	35	35	30	4	.....	35	38	40	38	.....	6
28	35	40	30	**35.0**	38	35-40	38-40	32	40	37-38	35-40	40	43	37	45	40	35	42	7
28	35	42	30	**35.1**	40	40	38-42	35	42	38-40	45	45	43	40	48	40	42	42-44	8
35	37	35	30-33	**35.8**	35	32-35	33-35	....	35	.....	38	38	.....	33	40	25	34	.....	9
55	50	48	45	**49.8**	48-55	45-52	45	55	56	53	48	55	46-48	48-50	50	44	45	48	10
12-18	15-20	12	.....	**15.2**	12.5-35	15-35	18	15	20	15	.....	15	20-25	18-20	15-20	12.5-15	12.5-30	22	11
.....	96	90	...	**76.5**	.....	.....	.....	....	.....	.....	60	.....	.....	50	.....	.....	.....	.....	12
25	30-35	25	40	**31.6**	25-5	25-40	28-40	25	40	30	25-45	40	35-40	30	35	25-50	40	40	13
35	36	35	.....	**36.4**	35	35-37	30-35	37	39	38	38	40	35	33	38	37	37	38	14
65	70	55	58	**61.0**	58-65	55	65	60	55	55	65	65	65	65	57	55	60	58	15
.....	60	.....	.....	**55.0**	.....	50	55	....	52	.....	52	.....	55	58	.....	.....	55	.....	16
9	11	13	11	**11.5**	11	11-12	11-12	11	11.1	12.5	14	12	12	12.5	12	11.8	11-12	10.5	17
.....	56	45	50	**50.6**	50	48-50	50	58	*a*52	50	49-55	.....	52	52	53	53-55	52	*a*50	18
55	58	54	55	**55.4**	55-57	53-57	50-55	55	53	55	54	60	57	56	55	52	55	.....	19
30	33	36	32	**33.5**	35	30-32	35	....	35	35	35	35	34	30	.....	30	35	34	20
.....	28	32	.....	**31.2**	32	30-32	30	30	33	30	30	32	32	28	32	28	30	34	21
6.3-6.7	6.7	8	7.3	**7.0**	8	7.3	7.3	6.3	7.3	7.3	7.3	7.3	7.3	8	7.3	7.3	7.3	7.3	22
7.3	7.3	7.3	8	**7.8**	8	6.5-6.9	6.9	6.9	6.7	6.3	7	6.7	6.5	6.6	6.7	6.5	6.5	6.3	23
8	10	7	8	**8.5**	8	8-9	7	8	8	6.8	7-8	8	7.1	7	9	8.3	8.3	8	24
12	12	14	12	**11.6**	15	12.5	10-12	11	12.5	12.5	15	13	13	10	12.5	12.5	12.5	15	25
15	15	15	15	**14.6**	.....	15	12	15	15	15	17	15	15-16	13-14	13	15	15	12.5	26
20	20	25	18	**21.0**	20	20	18	20	18	18	20	20	20	18	20	20	20	20	27
32	25	22	25	**25.5**	25	25	25	25	20	30	25	30	30	23	25	25-30	25	25	28
25	25	18-20	15	**21.4**	18-20	15-20	18	20	15	20	15	25	15-20	18	20	20	20	18	29
25	25	20	23	**23.3**	25	25	23	25	25	25	22-25	25	25	23	25	25	25	25	30
12	18	18	15	**17.4**	18	12.5-15	15	15	18	15	15	15	15-18	15	15	18	12.5	15	31
25	25	25	20	**23.7**	25	20	25	....	20	.....	.....	.....	.....	15	.....	25	.....	.....	32
15	25	20	20	**19.4**	25	20	18	18	20	17.5	15-20	20	22	15-18	18	20-30	18-22	18	33
12	12	11	12	**11.9**	12	11.8	12	10	11.8	11.8	12	11.9	12.5	11.1	12.5	12.5	12.5	12.5	34
10	10	10.5	11	**10.6**	12	11.8	11	9.5	11.1	11.1	11	11.1	11.1	10	10.5	11.1	11	12.5	35
50	70	65	60	**56.9**	75	65	50-60	70	70	60	50-60	60	65-70	60	70	60-70	65	60	36
50	70	50	.....	**53.6**	60	65	50-60	65-70	70	40	60	50	60-65	60	70	60	60	60	37
50	70	45	45	**50.3**	50	45-50	50	40	50	40	45	40	45-50	35	45	30-50	45	35	38
$1.50	$2.75	$2.50	$ *2.40	**$2.10**	$2.40	$2.70	$2.63	$2.25	$2.25	$2.00	$2.50	$2.50	$2.70	$2.25	$2.25	$2.00	$2.40	$2.50	39
.14	.16	.13	.15	**.148**	.125	.10	.125	.12	.14	.13	.12-.15	.125	.12	.12	.10	.10	.13	.10	40
.12	.15	.12	.125-.13	**.137**	.15	.15	.15	.15	.15	.12	.12	.14	.12-.14	.12	.15	.15	.13	.15	41
.....	11.00	11.50	10.90	**11.84**	10.80	10.00-11.00	11.50	12.00	11.50	11.50	10.75	*d*	10.00-11.00	10.75	11.50	11.00	11.50	11.50	42
.....	.....	9.00	.....	**10.50**	10.00	.....	10.50	12.00	10.00	10.00	9.00	8.50	12.00	12.00	11.50	11.00	11.50	12.00	43
11.00-12.00	15.00	*b*15.00	.....	**13.21**	12.50	*b* 15.00	13.00	12.00	14.00	15.00	20.00	*d*	15.00	17.00	20.00	17.00	16.00	16.00	44
9.00-10.00	9.00	*b* & *h* 9.50	*b*13.50 12.00	**9.94**	*h*7.50-8.00	*b* 12.00	10.50	10.00	9.00	8.00	18.50	*d*	.....	14.00	16.00	13.00	11.00	11.00	45
.22	.22	.30	.23	**.239**	.25	.25	.25	.22	.28	.25	.....	.22	.25	.22	.25	.25	.25	.25	46
10.00-12.00	10.00-12.00	14.00-18.00	15.00 20.00	**14.63**	25.00	16.00	15.00-20.00	18.00 20.00	20.00-25.00	13.00-16.00	25.00-30.00	15.00-20.00	16.00	23.00-25.00	15.00 20.00	18.00	16.00-18.00 18.00	18.00 22.00	47
7.00 10.00	6.00 10.00	12.00 13.00	10.00 15.00	**10.07**	18.00	11.00	14.00-16.00	15.00 18.00	16.00-18.00	11.00-13.00	18.00	12.00-15.00	14.00	17.00-19.00	13.00	14.00	12.00-14.00	12.00 15.00	48

d Natural gas. *f* Lignite. *g* Calculated from price per 100 lbs. § Meat prices from an unusually cheap shop.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	**Average**	Winnipeg	Brandon	**Average**
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1–Beef, sirloin, steak.....lb.	40	35	38–40	38–40	38	38	38	40	45	40	42.5	**39.2**	35	35	**35.0**
2–Beef, round steak..... "	35	33	35–38	35–38	35	33	35	38	40	35	35	**35.9**	30	30	**30.0**
3–Beef, rib, roast, prime..... "	30	30	30–35	28–30	30	36	30	32	35	35	35-37.5	**32.1**	32	30	**31.0**
4–Beef, shoulder roast..... "	28	28	28–30	25–28	28	32	25–28	30	30	30	32.5	**27.9**	25	25	**25.0**
5–Veal, roast, forequarter.... "	35	32	28–30	25	32	35	30	30	33	35	35	**30.5**	25	30	**27.5**
6–Mutton, leg roast, hind'q'ter "	25	36	35–38	.....	38	33	35	38	38	40	38	**36.6**	.....	40	**40.0**
7–Pork, fresh, roast, ham.... "	45	46	37–40	40	45	50	35	40	40	40	40-42.5	**40.2**	42	40	**41.0**
8–Pork, fresh, chops..... "	45	42	42–45	45	45	48	35–40	40	40	45	42.5	**42.2**	52	40	**46.0**
9–Pork, salt, mess..... "	20	38	40	.....	40	.....	.....	35	.....	40	40	**35.2**	.....	.....	.....
10–Bacon, breakfast, not sliced "	50	48	50–55	45	48	55	50	50	48	55–65	55–65	**50.5**	52	60	**56.0**
11–Fish, fresh, good quality... "	13–20	20	10–11	15	14–20	12–25	15–16	20	14	15–18	15–18	**17.8**	18	30–25	**25.3**
12–Fish, salt, herrings.....doz	.....	.....	.....	30	.....	.....	.....	70	.....	60	60	**55.0**	.90	.....	**90.0**
13–Salmon, canned, medium...lb.	35	35	35	25–45	30	36	30	33–35	35	35–40	35–40	**35.0**	.....	35	**35.0**
14–Lard, pure leaf, best..... "	37	38	37	36	38	38	30	35	35	40	40	**36.7**	38	35	**36.5**
15–Eggs, new laid.....doz.	58	47	60	60	50	53	50	60	60	70	65–75	**59.2**	55	45	**50.0**
16–Eggs, storage..... "	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	60–65	**55.5**	.....	.....	.....
17–Milk, delivered.....qt.	11.1	11	11	10	14	13–15	10	15	14	15	12.5	**12.1**	13	12.5	**12.8**
18–Butter, dairy solids.....lb.	*a*50	55	54	53	50	55	50	55	50	50	50–55	**52.0**	.....	45	**45.0**
19–Butter, creamery prints.... "	55	55	55	55	50	56	50	60	65	55–60	60	**55.2**	54	55	**54.5**
20–Cheese, old..... "	32	33	32	32–35	32	38	30	35	30	35	35	**33.5**	38	35	**36.5**
21–Cheese, new..... "	30	30	30	30–32	30	36	30	.....	.....	35	35	**31.3**	30	.....	**30.0**
22–Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	**7.5**	7.5	7.3	**7.4**
23–Flour, family..... "	6.3	6.3	6.7	6.5	6.9	6.9	6.3	7.1	7.3	6.3	6.5	**6.7**	6.5	6.7	**6.6**
24–Rolled oats, standard..... "	7	8	9	8	8	8.3	8.3	9	8	6.8	7.5	**7.9**	8	7.5	**7.8**
25–Rice, medium..... "	12.5	13	13	10 12.5	13	12	10–12	12.5	12	1.25	1.25	**12.6**	10	10	**10.0**
26–Rice, Patna..... "	15	15	15	15	15	15	12.5	16	14	17.5	18	**14.4**	1.25	12.5	**12.5**
27–Tapioca, medium pearl..... "	20	18	18	25	20	20	18	20	20	20	20	**19.6**	17.5	17.5	**17.5**
28–Tomatoes, canned 3's.....can	20	13	25	25	25	25	25	27	30	25–30	25	**25.1**	25	25	**25.0**
29–Peas, canned 2's..... "	15	10	18	20	18	18	20	23	20	15–20	20	**18.5**	17	23	**20.0**
30–Corn, canned 2's..... "	20	10	23	25	25	18	22	25	25	25	25	**23.5**	25	23	**24.0**
31–Beans, common..... "	15	13	18	18	20	20	15	20	15	20	15–20	**16.3**	13	12.5	**12.8**
32–Apples, evaporated..... "	25	25	.....	.....	.....	.....	.....	28	25	25	25	**23.6**	23	20	**21.5**
33–Prunes, medium..... "	18	.....	.....	25	18	18	15	20	18	20	20	**19.5**	19	18	**18.5**
34–Sugar, granulated..... "	12.5	11.8	12	12.5	11.8	13.8	12	1.25	12.5	14.0	14.0	**12.3**	12	14.3	**13.2**
35–Sugar, yellow..... "	11.1	10	12	11.1	10.5	10	11	12.5	12.5	12.5	12.5	**11.2**	11.6	12.5	**12.1**
36–Tea, black, medium..... "	60	55	70	70	60–75	60–80	60	65	65	55–70	60–70	**64.7**	55	60	**57.5**
37–Tea, green, medium..... "	50	55	65	70	55–65	60–80	60	65	50	50–70	55–75	**60.4**	55	50	**52.5**
38–Coffee, medium..... "	45	45	50	45	45	35–50	45	55	40	40–50	40–50	**44.5**	35	45	**40.0**
39–Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$2.25	$2.30	*$2.70	*$3.00	$2.40	$2.10	$2.25	$1.75	$1.75	$1.75	$1.75	**$2.29**	$1.35	$1.00	**$ 1.18**
40–Vinegar, white wine, XXX, per quart.....	.10	.14	.13	.125	.12	.12	.125	.12	.15	.15	.15	**.124**	.12	.15	**.135**
41–Starch, laundry, per pound.....	.125	.13	.13	.125	.15	.15	.15	.15	.15	.15	.15	**.139**	.12	.15	**.135**
42–Coal, anthracite, stove size, per ton of 2,000 lbs.....	11.00	11.00	11.50–12.00	11.50	11.00	11.50	11.50	14.00	12.00	12.00	12.00	**11.42**	15.25	16.00	**15.63**
43–Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	11.00	9.00–10.00	10.00	10.50	9.50	9.50	.....	12.00	11.00	11.00	**10.61**	12.25 12.75	11.50	**12.00**
44–Wood, hard, best, per long cord (128 cu. ft.).....	11.00	16.00	19.00	9.00	*b*12.00	.....	14.00	12.00	10.00	9.00–10.50	8.00–9.00	**14.12**	.....	*c* 11.50	**11.50**
45–Wood, soft, best, per long cord (128 cu. ft.).....	8.00	14.00	.....	.....	*b*8.00	.....	10.00	11.00	*c*7.50	7.00–8.50	.....	**10.89**	*c*8.50	*c* 9.50	**9.00**
46–Coal, oil, prime white, per gallon.....	.25	.23	.21	.25	.25	.22	.25	.30	.25	.30	.30	**.24**	.25	.30	**.276**
47–Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.00–25.00	16.00–23.00	15.00–20.00	25.00	10.00–13.00	22.00	25.00 35.00	15.00–25.00	15.00–25.00	**19.54**	25.00 30.00	18.00–20.00	**23.25**
48–Rent, house, 6-roomed, no san. conveniences, per mo.....	10.00	10.00	12.00–17.00	9.00–13.00	10.00–12.00	18.00	7.00–10.00	14.00	15.00 20.00	12.00–15.00	12.00–15.00	**13.92**	17.50 20.00	12.00–15 00	**16.13**

*Calculated from price per peck. *c*Poplar, jackpine, tamarac,

CANADA, AT THE MIDDLE OF OCTOBER, 1918—Concluded †

Saskatchewan					Alberta				British Columbia										
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Average	Fernie	Nelson	Trail	New Westminst'r	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	35	40	35	**37.5**	40	38	40	**39.3**	40	45	45	40	40	39	50	**42.7**	**38.1**	1
30	30	35	30	**31.3**	35	32	35	**34.0**	36	40	40	35	30–35	35	40	**36.9**	**34.5**	2
28	30	32	30	**30.0**	35	32	35	**34.0**	33	40	35–40	35	35	32	38	**35.8**	**31.7**	3
23	30	23	28	**26.0**	25	22	25	**24.0**	30	32–35	32–38	28	20–25	25	32	**28.7**	**27.1**	4
25	30	25	30	**27.5**	35	25	32	**30.7**	25–33	32	32–35	30	30	32	35	**31.6**	**28.0**	5
35	35	35	35	**35.0**	40	38	45	**41.0**	45	40	40	37.5	35	44	50	**41.6**	**36.4**	6
35	30	35	35	**33.8**	4	35	45	**40.0**	36–40	40	42	40	35–40	35	45	**39.6**	**38.0**	7
40	35	45	40	**40.0**	40	42	50	**44.0**	38	45–50	50	45–50	40–50	40	50	**45.4**	**40.7**	8
.....	30	40	30	**33.3**	35	35	38	**36.0**	35	38	38	35	.....	38	.....	**36.8**	**35.0**	9
60	55	50–60	60	**57.5**	50	52	53	**51.7**	50–55	55	55	55	55	52	55	**54.2**	**51.1**	10
30	15–28	12.5–30	20	**23.2**	25	25	10–25	**22.5**	11–28	10–28	10–30	10	22	12	15	**16.8**	**17.7**	11
.....	.....	.....	75	**75.0**	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	**60.0**	**64.8**	12
40–45	.....	40	35	**39.2**	25	30–35	40	**32.5**	25	20–35	20–35	40	30	28	40	**31.1**	**33.8**	13
40	40	40	40	**40.0**	35	35	40	**36.7**	35	38	40	40	32	37	40	**37.4**	**37.1**	14
.....	40	55	50	**48.3**	55	60	60	**58.3**	65	75	80	80	85	78	80	**77.6**	**60.7**	15
55	.....	.....	.....	**55.0**	.....	45	.....	**45.0**	.....	.....	65	.....	55–65	.....	55	**60.0**	**55.0**	16
15	12.5	14.3	14.3	**14.0**	15	12.5	12	**13.2**	16.7	20	20	14.3	15	16	15	**16.7**	**12.6**	17
48	*a*45	50	45	**47.0**	*a*40	45	55	**46.7**	*a*47.5	45	50	55	50	55	50	**50.4**	**50.6**	18
55	55	60	50	**55.0**	50	55	60	**55.0**	55–60	55–60	60	60	51–52	65	60	**58.8**	**55.7**	19
.....	35	30	.....	**32.5**	35	25	35	**31.7**	30–35	35	30	35	32	35	32	**33.1**	**33.3**	20
35	.....	35	35	**35.0**	30	30	30	**30.0**	.....	.....	.....	.....	32	29	35	**32.0**	**31.4**	21
10	8	10	10	**9.5**	7	8	7.3	**7.4**	9.9	8.9	8.9	8.9	8.9	8.9	8.9	**9.0**	**7.9**	22
6.5	6.5	7.1	6.3	**6.6**	6.9	6.3	6.7	**6.6**	6.5	6.7	7	6.3	7.1	6.5	6.2	**6.6**	**6.9**	23
8.1	7	8.1	7.5	**7.7**	8	6.5	8	**7.5**	6.9	9	8	8	.....	9	10	**8.5**	**8.1**	24
12.5	10	12.5–15	12.5	**12.2**	12.5	10	12	**11.5**	12.5	11	12.5	13	12	10	15	**12.3**	**12.3**	25
17.5	12.5	15	.....	**15.0**	.....	12.5	15	**13.8**	.....	12.5	.....	.....	.....	10	.....	**11.3**	**14.4**	26
20	20	20	20	**20.0**	20	17.5	18	**18.5**	17.5	20	16	17.5	18	17	17	**17.6**	**19.7**	27
25	25	30	25	**26.3**	25	25	22	**24.0**	27.5	20	19	22.5	25	23	20	**22.4**	**25.0**	28
20–25	20	20–25	20	**21.3**	20	20	20	**20.0**	20	20	19	17.5	20	20	20	**16.9**	**19.4**	29
25–30	20	30	25	**25.6**	25	27.5	30	**27.5**	27.5	25	21	25	30	25	25	**25.5**	**24.3**	30
15	20	15	15	**16.3**	15	16	16.7	**15.9**	15	15	15	17.5	14	12.5	15	**14.9**	**16.6**	31
20	15	25	15	**18.8**	25	25	27	**25.7**	30	.....	21	20	30	15	20	**22.7**	**23.1**	32
20	20	18	15	**18.3**	17.5	17.5	19	**18.0**	15	15	17	17.5	.....	21	17	**17.1**	**18.8**	33
12.5	12.5	13.3	14.3	**13.2**	12	13.3	12.5	**12.6**	13	12	12	11.1	11.1	11.8	11.1	**11.7**	**12.2**	34
12.5	12.5	13	12.5	**12.6**	12.5	12.5	12	**12.3**	10	11.1	12	10	10	11.8	11.1	**10.9**	**11.2**	35
65–75	65	75	65	**68.8**	40	55	60–65	**52.5**	50	60	60	60	50	55	60	**56.4**	**62.0**	36
65–75	65	50	55	**60.0**	50	65	60–70	**60.0**	50	60	50	60	50	55	60	**55.0**	**59.3**	37
45–50	50	40–45	55	**49.4**	40	40	35–40	**39.2**	37.5	50	46–50	45	40	45	45	**44.4**	**46.1**	38
$1.50	$1.50	$1.80–1.95	$1.75	**$1.66**	$2.75	$1.95	$1.80	**$2.17**	*g*$2.25	$2.25	$2.50	$1.75	*g*$1.80	*g*$2.16	*g*$2.25	**$2.14**	**$2.14**	39
.15	.15	.20	.15	**.163**	.20	.15	.15	**.167**	.30	.30	.22	.20	.25	.25	.20	**.246**	**.148**	40
.15	.15	.18	.15	**.158**	.15	.15	.15	**.15**	.15	.15	.16	.15	.125	.15	.15	**.148**	**.144**	41
17.50	.....	18.00	.....	**17.75**	*d*	.....	7.75–8.50	**8.13**	.....	13.00	.....	.....	.....	.....	.....	**13.00**	**12.61**	42
*f*10.75	*f*8.25 11.75	10.50 11.50	10.50	**10.56**	*d*	5.50– 6.50	....	.....	3 25– 6.00	10.50	10.80	10.00	9.50	8.25– 9.00	*e*6.15	**8.60**	**10.02**	43
*c*12.00	*c*8.00	*c*11.00	.....	**10.33**	*d*	*c*4.00	.....	.....	.....	*c*7.50	*c*7.50	.....	*b* & *c* 12.00	.....	.....	**9.00**	**12.30**	44
11.00	6.50	.....	12.00	**9.83**	*d*	4.00	5.50	**4.75**	9.00	6.75	7.50	7.00	*b* 6.00	6.50	.....	**7.13**	**9.41**	45
.30	.30	.30	.35	**.313**	.35	.30	.40	**.35**	.40	.55	.40	.30	.35	.50	.30	**.40**	**.274**	46
35.00	15.00	35.00	20.00	**26.25**	22.50	22.00	25.00–35.00	**24.83**	20.00	15.00	30.00	15.00–18.00	25.00	14.00–18.00	15.00–20.00	**20.00**	**19.40**	47
10.00–*f*5.00	12.00	15.00	10.00	**12.38**	15.00	12.00	15.00–25.00	**15.67**	18.00	.....	20.00	10.00–12.00	20.00–22.00	.....	12.00–15.00	**16.70**	**13.38**	48

etc. *h*Slabs and millwood. *e*Including $1.00 fordelivery.

Retail Prices

There were decreases in some lines of meats, beef being slightly lower in several of the cities. Veal showed some increases, but in mutton there were some declines. In fresh pork several advances occurred. Bacon, fish, and lard were almost unchanged. Eggs advanced 5c per dozen in some of the cities and 10c in some cases. In several of the cities, however, there were no increases. Milk advanced in some localities, the increase being 1c in some cases and 2c in others. In most of the cities, however, the price was unchanged. Butter advanced sharply, being up from 2c to 6c per pound owing to the sharp rise in wholesale prices at the end of September when the Government took over the output of creamery butter. In bread, increases occurred at Sydney and Regina. In flour, prices advances slightly in some of the cities. Rice and tapioca showed some increase. Canned tomatoes, peas, and corn were practically unchanged, but in beans prices declined. In sugar there were several advances. Potatoes rose in some of the cities, but declined in others, according to local conditions. Anthracite coal was slightly higher in some of the cities. There were also some increases in bituminous coal. Wood was considerably higher in many localities. Rent was up in St. Hyacinthe, Que.

Wholesale Prices

GRAINS AND FODDER.—Wheat was unchanged at the prices fixed in August. Barley rose from 99c per bushel to $1.05 at Winnipeg, but declined from $1.10 to $1.07 at Toronto. Oats fell from 84c to 81c at the end of September, but later rose to 86c at Winnipeg. Ontario oats eased off from 76-78c to 75-78c. Flaxseed was down to $3.93 at the end of September, continued to decline to $3.19 toward the end of October, but later advanced. Hay at Montreal rose to $24.00-25.00 per ton, and at Toronto to $21.00-22.00. Baled straw was $1.00 higher at $9.00-9.50. Bran and shorts were up $2.25 per ton at $37.50 and $42.25 respectively.

ANIMALS AND MEATS. — Cattle were down from $14.00 to $13.50 at Winnipeg, and from $15.00 to $14.00 at Toronto. Beef was 1c lower at 23-25c per pound at the beginning of the month, and at the end of the month was 1c lower again. Veal eased off to 18-22c per pound. Hogs declined from $18.75 per hundred to $16.75-17.00. Bacon was firmer at 42-43c, but ham was easier at 35c. Lard was ½c higher at 31-31½c per pound. Sheep was down at Toronto to $10.00-12.00 per hundred. Mutton eased off from 24c per pound to 22c. Fowl was down to 27-30c. Turkeys were up to 36-38c.

DAIRY PRODUCTS. — Butter advanced considerably at the end of September when the Government took over the output of creamery butter for the next few weeks. At Montreal, finest creamery butter had risen to 46½-47c per pound by September 23, and reached 49-50c by October 1. At Toronto, creamery butter rose from 45c to 48c in the last week of September, and by the end of October reached 52c. Dairy butter rose from 38-42c to 44-45c in the last week of September, and advanced another cent by the middle of October. Eggs rose from 58-60c to 65-70c per dozen at Montreal, and at Toronto from 57-58c to 62-63c.

FISH.—Dried cod rose from 11c per pound to 12c, and haddock from 9c per pound to 10c. Halibut advanced from 20c per pound to 22c, and salt mackerel from 10c per pound to 12c. Salmon trout and whitefish were 1c per pound lower at Toronto at 14-15c per pound and 15-16c per pound respectively.

FRUITS AND VEGETABLES.—Apples at Toronto were up to $4.50-6.00 per barrel. Bananas, lemons, and oranges were considerably higher. Evaporated apples and prunes were firmer. Potatoes were down to $1.75 per bag at Toronto and $1.85 at Montreal. Onions were up to $2.00 per bag of 70 lbs. and $2.50 per bag of 100 lbs. Canned corn was easier at $2.25-2.65. Canned tomatoes declined from $2.40-2.75 per dozen to $1.82-2.10.

MISCELLANEOUS FOODS.—Oatmeal declined from $6.00-6.50 per bag to $5.65-6.50, and rolled oats from $5.25-5.50 to

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR OCTOBER, 1918, SEPTEMBER, 1918, AND OCTOBER, 1917, 1916, 1915, 1914, AND 1913.

(Average price 1890–1899—100.)

	Number of commodities	INDEX NUMBERS.						
		Oct.* 1918	*Sept. 1918	*Oct. 1917	Oct. 1916	Oct. 1915	Oct. 1914	Oct. 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	371.3	339.1	344.4	252.7	165.9	167.4	138.1
Grains, Western	4	300.9	322.2	292.5	236.8	149.4	157.0	115.5
Fodder	5	247.5	215.6	195.9	169.5	166.6	175.1	155.8
All	15	311.3	293.4	281.0	220.7	161.1	167.1	138.0
II.—ANIMALS AND MEATS—								
Cattle and beef	6	354.8	360.1	290.0	204.8	203.0	223.7	198.3
Hogs and hog products	6	365.7	366.4	332.8	221.6	177.6	171.9	181.4
Sheep and mutton	3	300.7	309.9	251.0	194.5	154.0	148.3	132.8
Poultry	2	399.9	409.9	291.5	227.4	218.5	185.0	186.5
All	17	354.4	359.3	298.4	211.5	187.3	187.6	179.4
III.—DAIRY PRODUCTS	9	275.9	261.9	245.2	211.4	172.1	162.6	164.8
IV.—FISH—								
Prepared fish	6	253.3	248.8	234.4	165.9	150.3	155.4	141.6
Fresh fish	3	260.3	259.3	230.3	173.3	154.9	168.1	160.7
All	9	264.0	252.3	233.0	168.2	151.9	159.7	148.0
V.—OTHER FOODS—								
(a) Fruits and vegetables:—								
Fresh fruits, native	5§	165.2	155.3	145.9	95.1	79.0	82.1	87.7
Fresh fruits, foreign	3	233.1	165.6	105.0	103.6	88.1	81.1	96.6
Dried fruits	4	275.8	272.3	213.2	168.4	143.0	126.9	115.1
Fresh vegetables	5§	289.0	369.2	324.7	246.2	182.8	141.8	144.2
Canned vegetables	3	228.7	252.3	224.6	152.7	99.3	101.2	101.0
All	20§	238.0	246.7	213.1	165.8	122.2	111.6	112.2
(b) Miscellaneous groceries—								
Breadstuffs	10	266.5	267.4	256.1	190.8	133.5	147.9	123.1
Tea, coffee, etc	4	191.9	186.3	151.7	132.3	121.9	121.8	109.7
Sugar, etc	6	300.1	280.0	234.0	170.8	143.9	120.1	110.4
Condiments	5	253.2	251.5	193.0	149.5	132.5	130.4	102.5
All	25	259.9	254.2	221.7	168.4	133.9	133.5	113.8
VI.—TEXTILES—								
Woollens	5	429.4	432.6	359.5	228.4	199.9	147.3	136.6
Cottons	4	363.2	363.2	249.4	180.9	137.0	129.7	150.4
Silks	3	149.5	146.6	130.9	114.3	86.3	90.0	100.2
Jutes	2	609.5	609.5	514.3	323.9	255.7	235.4	247.5
Flax products	4	443.3	443.3	321.4	227.7	165.6	119.8	114.6
Oilcloths	2	230.8	230.8	168.7	139.8	116.4	104.6	104.7
All	20	374.4	375.5	291.9	202.3	160.6	134.2	137.4
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow	4	373.3	362.2	336.7	293.2	207.4	201.4	187.1
Leather	4	265.0	265.0	191.3	211.9	174.3	155.7	151.4
Boots and shoes	3	224.6	224.6	229.0	198.6	162.4	158.3	155.7
All	11	293.3	289.3	272.6	237.8	183.1	173.0	165.6
VIII.—METALS AND IMPLEMENTS—								
Iron and steel	11	281.0	281.0	286.7	157.9	109.7	100.4	101.7
Other metals	12	270.1	279.2	239.0	240.9	198.4	126.5	130.2
Implements	10	242.3	236.6	199.8	141.2	114.2	106.6	105.6
All	33	265.3	266.9	243.0	177.1	143.3	112.2	113.8
IX.—FUEL AND LIGHTING—								
Fuel	6	253.0	249.4	202.3	165.0	123.1	119.7	134.6
Lighting	4	236.8	235.3	114.0	88.2	90.0	92.6	92.2
All	10	246.5	243.8	167.0	134.3	109.8	108.9	117.6
X.—BUILDING MATERIALS—								
Lumber	14	277.6	276.6	222.5	185.5	174.5	180.8	184.5
Miscellaneous materials	20	238.1	235.4	212.2	165.3	118.9	109.9	113.5
Paints, oils and glass	14	277.7	277.4	259.9	203.7	161.7	142.4	144.3
All	48	.....	.....	229.1	179.1	147.6	140.1	143.3
XI.—HOUSE FURNISHINGS—								
Furniture	6	311.8	276.7	207.3	171.5	145.9	146.6	147.2
Crockery and glassware	4	367.7	334.4	237.5	198.1	170.3	144.8	130.9
Table cutlery	2	155.1	155.1	150.7	132.2	80.3	78.4	72.4
Kitchen furnishings	4	272.3	272.3	198.5	143.0	125.5	123.4	124.6
All	16	296.3	274.9	205.6	166.1	138.7	131.9	128.1
XII.—DRUGS AND CHEMICALS	16	276.8	276.8	265.7	243.9	224.8	136.4	112.3
XIII.—MISCELLANEOUS—								
Raw furs	4	721.7	612.5	415.1	292.3	153.1	172.5	247.9
Liquors and tobaccos	6	218.3	219.5	165.9	143.6	135.1	138.6	136.2
Sundries	7	223.7	219.7	197.8	144.6	120.9	107.8	111.8
All	17	339.0	312.0	237.7	179.8	133.5	133.9	152.4
All commodities	266†	289.6	285.3	242.6	188.2	152.4	138.7	134.6

*Preliminary figures. †Six commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915. §Number of commodities varies from month to month.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria*b* 18 foods Vienna	Germany*b* 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910...	86.95	...	...	991	...	...	...	113	...	...	93
1914...	7.73	...	1155	1098	...	...	...	116	115	...	102
1916...	8.79	...	1301	1276	...	...	...	167	...	...	114
1917...	11.42	...	1294	1370	...	...	...	...	...	...	146
1914											
Jan....	7.73	...	1099	...	...	...	95.7	...	112	...	104
April...	7.50	...	1162	...	...	...	96.2	113*c*	111	...	97
July....	**7.42**	**100**	**1164**	**1070**	**100**	**100**	**94.3**	...	**113**	**100**	**102**
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	121*c*	115	103	105
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	103
April...	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	99
July....	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	100
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	103
1916											
Jan....	8.28	145	1504	1236	...	188.5	125.1	153	159	130*	107
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	109
July....	8.45	161	1516	1276	...	217.6	124.6	170	199*d*	142*	111
Oct....	9.30	168	1544	1289	...	209.4	124.2	179	206*d*	152*	121
1917											
Jan....	10.27	187	1453	1359	271.7	...	136.0	186	...	160	128
April...	10.77	194	1473	1357	...	...	154.6	192	240*d*	175	145
July....	11.62	204	1470	1357	296.1	...	...	212	...	177	146
Oct....	11.81	202	1506	1392	...	...	...	...	309*d*	192	157
1918											
Jan....	12.42	206	1505	1427	...	...	...	...	...	221	160
Feb....	12.54	208	1510	1430	...	...	208.8	...	...	227	161
March..	12.65	207	1519	1434	...	...	223.3	...	333.6*d*	235	154
April...	12.57	206	1528	1464	...	...	222.8	...	...	247	154
May...	12.66	207	1539	1484	...	...	...	...	...	258	158
June...	12.77	208	1541	1485	...	...	...	...	...	261	162
July....	13.00	210	...	1491	...	...	...	...	...	268	167
Aug....	13.41	218	...	1506	...	...	...	...	...	...	...
Sept....	13.31	216	...	...	...	...	...	...	...	...	...
Oct....	13.54	229	...	...	...	...	...	...	...	...	...

a January-March, 1914. *b* British Labour Gazette. *c* January-July, '13; August-December, 121.
d. Basis changed; calculated to pevious basis. *Quarter beginning that month.

Wholesale Prices.

	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales	Common-wealth	
	172	44	45	294	25*b*	96	200	22*b*		92	92
1890...	110.3	102.2	72	...	109.252	...	91.56*a*	43.4	...	...	1053
1895...	95.6	87.6	62	...	94.604	6.4346	81.51	42.0	...	...	760
1900...	108.2	110.5	75	...	99.388	7.8889	91.41	44.2	1000*c*	...	894
1905...	113.8	103.2	72	...	110.652	8.0987	98.31	47.3	...	...	910
1910...	124.2	113.2	78	...	137.172	8.9881	119.17	59.3	1205	...	1003
1914...	136.1	120.8	86	99	146.069	8.9035	119.71	60.8	1303	...	1140
1916...	182.0	196.3	137	123	175.720	11.8236	148.80	74.9	1873	...	1504
1917...	237.0	210.6	174	175	261.796	15.6381	204.12	110.8	...	...	1662
1914											
Jan....	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	...	1085
April..	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389	...	1118
July...	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct...	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	...	1229
1915											
Jan....	138.9	136.5	96.4	98	149.80	9.1431	124.168	64.7	1382	1162	1387*
April..	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362	1660*
July...	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct...	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan...	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300	1502*
April..	179.1	190.5	134.2	116	164.61	11.7550	145.690	71.3	1878	1297	1493*
July...	178.8	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct...	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan...	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330	1525*
April..	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361	1587*
July...	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483	1715*
Oct....	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	...	1550	1804*
1918											
Jan....	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	...	1635	1877*
Feb...	263.5	264.4	187.3	187	286.844	18.0776	227.020	121.9	...	1633	...
March.	269.2	266.6	188.0	187	286.430	18.0732	227.977	126.1	...	1668	...
April..	269.4	270.0	189.8	191	291.404	18.4656	230.313	130.5	...	...	...
May..	275.8	273.4	191.1	191	288.030	18.9133	226.665	125.7	...	...	...
June..	280.6	277.5	192.3	193	281.758	19.0091	224.843	122.7	...	...	...
July...	284.0	278.5	193.1	198	285.744	19.1849	232.575	123.3	...	...	...
Aug...	284.3	284.9	...	...	287.376	19.1162	232.058	122.2	...	...	...
Sept...	285.3	283.5	...	...	294.276	19.0485	232.882	123.2	...	...	...
Oct...	289.6	...	...	...	284.213	19.0167	233.227	119.0	...	...	...

a July of each year. *b* Foods. *c* 1901-1900—. *Quarter beginning that month.

$5.15-5.50. Flour was steady at the prices reached in September. Molasses advanced from $1.06 per gallon to $1.16. Maple sugar rose to 29-30c per pound. Sugar was steady at the higher prices reached in September. Salt advanced from $1.80 to $1.92 per barrel.

TEXTILES. — Unwashed wool was steady at the lower price, 58-64c per pound, reached in September. Beaver cloth was 10c per yard higher at $4.50. Raw cotton was down from 35c per pound to 32c. Coloured cottons averaged higher. Raw silk, Japan, was higher at $7.30 per pound.

HIDES, LEATHERS, BOOTS AND SHOES.—Horsehides and tallow were somewhat higher, while some lines of beef hides were easier.

METALS AND IMPLEMENTS.—Iron and steel were steady. In other metals, tin was easier at 90c-$1.00 per pound. Crowbars were higher, also grindstones and soldering irons.

FUEL AND LIGHTING.—Coal oil was higher at 18c per gallon.

BUILDING MATERIALS. — Lumber was steady. Soil pipe was higher, also cut nails, wire nails, and copper wire. Wire screen was easier. Linseed oil was lower. Prepared paints and varnish were higher.

HOUSE FURNISHINGS.—Wooden furniture advanced 10 per cent to 15 per cent owing to higher costs of materials and labour. Crockery also advanced 10 per cent.

DRUGS AND CHEMICALS.—No changes were reported.

MISCELLANEOUS.—In raw furs, muskrat, raccoon, and skunk were higher. Newsprint paper advanced from $2.85 per hundred to $3.45. Pulp, ground wood and sulphite also advanced.

Prices in Other Countries

In the United Kingdom, food prices at the first of October were higher than a month before, according to the record of the LABOUR GAZETTE, owing to higher prices of meat, butter, milk, and eggs. In other articles there was little or no change. The level of prices was, therefore, 129 per cent higher than in July, 1914, but it was stated in the LABOUR GAZETTE that, allowing for changes in dietary, the expenditure on foods had increased by only 89 per cent.

In Holland, a report by the *Municipal Statistical Journal* of Amsterdam showed the cost of food in June, 1918, to be 86.8 per cent higher than in 1913.

In Italy, the monthly journal of the Municipality of Milan reported that the cost of maintaining a pre-war standard of living for a working-class family of five persons in August, 1918, was 207 per cent greater than in the first half of 1914. Food showed an increase of 251 per cent, clothing 207 per cent, fuel and lighting 120 per cent, while rent remained unchanged. It was computed, however, that owing to changes in consumption of the various commodities and the introduction of rationing, the general increase was only 138 per cent.

In South Africa the Cost of Living Commission reported the cost of maintaining a family of five in Capetown in June was 43.5 per cent higher than before the war apart from rent, but if rent were included the average increase would be 36.2 per cent.

FATAL INDUSTRIAL ACCIDENTS DURING THE THIRD QUARTER OF 1918

DURING the third quarter of 1918 the Department received reports of 266 fatal accidents, 84 of which occurred in July, 95 in August, and 87 in September, as compared with 168 during the previous quarter. During the corresponding quarter of 1917, there were 265 fatal accidents reported, 132 of which occurred in July, 77 in August, and 56 in September. The Department is unable to secure reports of all fatal industrial accidents, but reports are received from all available sources.

FATAL INDUSTRIAL ACCIDENTS DURING THE THIRD QUARTER OF 1918

Trade or Industry	Locality	Date	Cause of fatality
AGRICULTURE:—			
Farmer	Sullivan, Ont	July 8	Caught in mower.
Farmer	Branchton, Ont	" 28	Hit by auto.
Farmer	Crosshill, Ont	" 26	Fell off wagon.
Farmer	Algonquin, Ont	Aug. 3	Horses ran away.
Farmer	McLeod, Alta	" 15	Struck by lightning.
Farmer	Chatham, Ont	" 20	Crushed by separator.
Farmer	Lovetteville, Alta	" 18	Fell off load of hay.
Farmer	Blythe, Ont	" 5	Dragged under binder.
Farm helper	Wellesley, Ont	" 26	Thrown from motorcycle.
Farmer	Thetford, N. S	" 24	Caught in machinery.
Farmer	Hillsboro, N. S	Sept. 16	Fell under wagon.
LUMBERING:—			
Employee of sawmill	Sorel, Que	July 3	Struck by piece of wheel.
Logger	Okishallow Channel, B.C.	" 5	Hit by falling tree.
Log driver	Gatineau Point, Que	" 18	Drowned.
Logger	Riviere Belle, Que	" 2	Struck by falling tree.
Setter with lumber company	Bala, Ont	" 23	Drowned.
Labourer	Vancouver, B.C	" 23	Struck by falling timber.
Employee of planing mill	Brantford, Ont	" 20	Struck by piece of wood.
Workman with timber company	Frederickhouse, Ont	" 22	Caught in shafting.
Labourer in lumber mill	Vancouver, B. C	" 27	Hit by piece of lumber.
Labourer	The Pas, Man	" 12	Struck by falling block.
Labourer	Buctouche, N.B	" 8	Struck by circular saw.
River driver	John Creek, Ont	" 18	Drowned.
Lumberman	Phœnix, B. C	" 19	Caught between cars.
Employee of lumber company	Qualicum, B. C	" 27	Hit by piece of steel.
Employee of lumber company	Caipha, B. C	Aug. 7	Drowned.
Labourer	Maillardville, B. C	" 1	Struck by falling snag.
Employee of lumber company	Shawanaga, Ont	" 21	Struck by tree.
Trail cutter	Chudleigh, Ont	" 26	Struck by tree.
Teamster	Thessalon, Ont	" 18	Crushed under wagon.
Employee of lumber company	Pembroke, Ont	" 12	Caught in belt.
Logger	Port Haney, B. C	" 10	Drowned.
Labourer	Charlottetown, N. S	" 17	Struck by piece of steel.
Labourer	Strathroy, Ont	" 30	Infection.
Labourer with lumber company	Penetanguishene, Ont	Sept 17	Struck by flying board.
MINES, SMELTERS AND QUARRIES:—			
Miner	Thetford Mines, Que	July 5	Fall of rock.
Miner	Fernie, Alta	" 10	Fall of rock.
Miner	Copper Mt., B. C	" 3	Fall of rock.
Miner	Michel, B. C	" 13	Crushed.
Miner	Thetford Mines, Que	" 26	Run over by train.
Miner	Stellarton, N. S	" 12	Fall of rock.
Driller	Gravenhurst, Ont	" 12	Skull fractured.
Labourer at Mines	Stellarton, N. S	" 5	Fell off coal car.
Fireboss	Coal Creek, Alta	" 8	Cave in.
Employee of stone quarry	Beauport, Que	" 30	Fall.
Employee of brick yard	Chatham, Ont	" 31	Run over by train.
Miner	Sydney, N. S	Aug. 22	Crushed by boxes.
Miner	Greenwood, B. C	" 18	Fall of rock.
Miner	Coleman, Alta	" 16	Fall of coal.
Miner	Scotia Mines, N. S	" 27	Fall of coal.
Miner	Reserve Mines, N. S	" 29	Fall of rock.
Miner	Sydney Mines, N. S	" 24	Fall of rock.
Miner	Sydney Mines, N. S	" 23	Fall of stone.
Miner	Sydney Mines, N. S	" 29	Fall of rock.
Miner	Florence, N. S	" 27	Fall of stone.
Miner	Merritt, B. C	" 31	Fall of rock.
Blaster	Creighton Mines, Ont	" 3	Explosion.
Labourer	Springhill, N. S	" 30	Struck by empty boxes.
Overman	Canmore, Alta	" 14	Struck by empty boxes.
Miners (16)	Nanaimo, B. C	Sept. 10	Cable broke, allowing cage to fall.
Miner	Herb Lake, Man	" 5	Struck on head.
Miner	Thetford Mines, Que	" 24	Struck by box.
Miners (2)	Notre-Dame, Que	" 23	Explosion.
Labourer	Coppercliff, Ont	" 6	Fell off truck.
Miner	Sydney Mines, N. S	" 25	Fall of stone.
Labourer	Springhill, N. S	" 12	Struck by coal.
Powderman with quarrying company	Port Neebish, Ont	" 25	Explosion.

FATAL INDUSTRIAL ACCIDENTS DURING THIRD QUARTER OF 1918.—(*Continued*)

Trade or Industry	Locality	Date	Cause of fatality
Railway, Canal and Harbour Construction:—			
Labourer	Toronto, Ont.	July 20	Electrocuted.
Lock tender	Port Colborne, Ont.	Aug. 16	Drowned.
Painter on ship	Prince Edward Island	Sept. 26	Fell in hold of vessel.
Building and Construction:—			
Employee of roofing company	Toronto, Ont.	July 30	Fall.
Labourer	London, Ont.	" 13	Crushed under earth.
Labourer	Sault Ste. Marie, Ont.	" 13	Caught in shears.
Electrician	New Toronto, Ont.	" 18	Fall.
Labourer	Sherbrooke, Que.	" 31	Fall.
Labourer	South Mountain, Ont.	" 24	Overcome by heat.
Painter	Ottawa, Oht.	Aug. 1	Fall.
Labourers, (2)	Winnipeg, Man.	" 10	Hit by derrick.
Labourer	Sudbury, Ont.	" 20	Struck by tree.
Painter	LaTuque, Que.	" 13	Fall.
Painter	Hamilton, Ont.	" 23	Fall.
Engineer	Vancouver, B. C.	" 28	Struck by flying fragment.
Plasterer	Halifax, N. S.	" 2	Fall from scaffold.
Labourer	Toronto, Ont.	" 24	Drowned.
Steamfitter	Toronto, Ont.	" 20	Scalded.
Painter	Montreal, Que.	" 13	Fall.
Foreman	Renfrew, Ont.	" 31	Drain caved in.
Labourer	Longue Pointe, Que.	" 29	Fall.
Plasterer	Toronto, Ont.	" 21	Fall from scaffold.
Labourers (2)	Sault Ste. Marie, Ont.	Sept. 18	Drowned.
Employee of Hydro-Electric Co.	Niagara Falls, Ont.	" 4	Struck by dump car.
Employee of Hydro-Electric Co.	Niagara Falls, Ont.	" 12	Crushed by cars.
Labourer	Montreal, Que.	" 26	Fall.
Labourer	London, Ont.	" 30	Fall.
Carpenter	Montreal, Que.	" 9	Kicked by a mule.
Metals, Machinery & Conveyances:—			
Employee of steel plant	Welland, Ont.	July 3	Crushed by steel bars.
Employee of steel plant	Sydney, N.S.	" 3	Struck by falling steam line.
Shipyard employee	North Vancouver, B.C.	" 17	Burned.
Shipyard employee	Port Arthur, Ont.	" 15	Falling iron.
Shipyard employee	Toronto, Ont.	" 27	Drowned.
Machineman's helper	Natal, B. C.	" 7	Caught between drum and post.
Employees of metal products (5)	Montreal, Que.	" 13	Touching live wire.
Employee of carbide works	Welland, Ont.	" 31	Machinery.
Employee of iron works	Pembroke, Ont.	" 1	Strained abdomen lifting material.
Shipyard employee	Quebec, Que.	Aug. 1	Fall.
Shipyard employee	Quebec, Que.	" 21	Fall.
Employee of steel plant	Trenton, Ont.	" 23	Runover by train.
Employee of steel plant	Welland, Ont.	" 10	Electrocuted.
Employee of steel plant	Sault Ste. Marie, Ont.	" 12	Drowned.
Employee of iron works	Toronto, Ont.	" 10	Fall.
Employee of iron works	Guelph, Ont.	" 13	Overcome by heat.
Steamfitter	Toronto, Ont.	" 23	Drowned.
Employee of machine plant	Sherbrooke, Que.	" 27	Fall.
Shipyard employee	Montreal, Que.	Sept. 19	Fall.
Shipyard employee	Ship Harbour, N. S.	" 19	Struck by timber.
Shipyard employee	Welland, Ont.	" 22	Hit by propeller.
Employee of steel plant	Sault Ste. Marie, Ont.	" 1	Run over by cars.
Employee of metal plant	Montreal, Que.	" ..	Fall of lead.
Employee of nickel plant	Port Colborne, Ont.	" 12	Running telpher over open switch.
Labourer	Cobalt, Ont.	" 4	Caught in machinery.
Labourer	Sault Ste. Marie, Ont.	" 29	Boiler fell on him.
Engineer	Welland, Ont.	" 22	Crushed by shafting.
Yardman	Welland, Ont.	" 27	Struck by steel.
Woodworking Trades:—			
Labourer in factory	West La Have, N. S.	July 12	Drowned.
Pulp and Paper Mills:—			
Pulp mill employee	Donnacona, Que.	July 17	Electrocuted.
Clothing:—			
Labourer	Toronto, Ont.	July 17	Crushed by elevator.
Foreman in factory	Moncton, N. B.	Sept. 24	Crushed by elevator.

FATAL INDUSTRIAL ACCIDENTS DURING THIRD QUARTER OF 1918.—(*Continued*)

Trade or Industry	Locality	Date	Cause of fatality
FOOD, TOBACCO AND LIQUOR:—			
Employee of milk product company	Tillsonburg, Ont.	July 30	Crushed.
Employee of packing house	Winnipeg, Man.	Aug. 19	Explosion.
Employee of packing house	Winnipeg, Man.	" 19	Explosion.
Employee of packing house	Winnipeg, Man.	" 8	Caught in machinery.
Employee of abattoir	Winnipeg, Man.	" 11	Crushed by elevator.
Employee of rolling mills	Montreal, Que.	" 21	Struck by piece of steel.
Helpers with canning company (3)	Beamsville, Ont.	" 22	Struck by train.
Employee of creamery company	Peterborough, Ont.	" 6	Crushed by elevator.
Employee of cannery	Esquimalt, B. C.	" 16	Drowned.
Foreman with distillers	Walkerville, Ont.	" 26	Struck by drift pin.
Employee of flour mill	Chesley, Ont.	Sept. 23	Struck by machine.
Driver with dairy company	Toronto, Ont.	" 28	Thrown by horse.
Helper with biscuit company	Toronto, Ont.	" 21	Caught in elevator.
CHEMICALS AND EXPLOSIVES:—			
Employee of explosive plant	Woodstock, N. B.	July 5	Explosion.
Employee of explosive plant	Nobel, Ont.	" 4	Burned.
Employee of explosive plant	Nobel, Ont.	" 1	Burned.
Employee of explosive plant	Trenton, Ont.	" 11	Burned.
Munition worker	Leaside, Ont.	Aug. 2	Fell against machine.
Munition worker	Côte St. Paul, Que.	" 21	Fall.
Munition worker	Long Branch, Ont.	" 16	Infection.
Munition worker	Toronto, Ont.	Sept. 7	Crushed by truck.
Employee with oil company	Montreal, Que.	" 14	Burned.
Employee of paint company	Winnipeg, Man.	" 21	Lockjaw.
Employee with oil company	Sarnia, Ont.	" 22	Burned.
Pressman with munition plant	Paris, Ont.	" 15	Fall.
STEAM RAILWAY SERVICE:—			
Fireman	Revelstoke, B. C.	July 3	Locomotive blew up.
Brakeman	Toronto, Ont.	" 9	Run over by engine.
Brakeman	Bellevue, Que.	" 27	Crushed between cars.
Engineer	Montreal, Que.	" 23	Run over by engine.
Engineer	Stamford, Ont.	" 2	Crushed by engine.
Sectionman	Fredericton, N. B.	" 9	Fell from trolley.
Section foreman	Athalmer, B. C.	" 13	Collision of speeders.
Sectionman	St. Clet, Que.	" 26	Run over by car.
Sectionman	Coal Creek, B. C.	" 8	Fall of roof.
Signal man, T. H. & B. Railway	Cainsville, Ont.	" 16	Run over by train.
Employee of car shop	Trenton, Ont.	" 21	Fall.
Employee of engine works	Midland, Ont.	" 5	Caught in machinery.
Yardman	Leaside, Ont.	" 7	Fell under cars.
Car checker	North Bay, Ont.	" 15	Crushed between cars.
Timekeeper	St. Lambert, Que.	" 17	Run over by train.
Fireman	Ladysmith, Man.	Aug 12	Run over by train.
Fireman	Alberni, B. C.	" 10	Fell under cars.
Brakeman	Stellarton, N. S.	" 8	Run over by train.
Brakeman	Smith Falls, Ont.	" 11	Run over by train.
Brakeman	Glenada, Ont.	" 21	Run over by train.
Brakeman	Vancouver, B. C.	" 21	Run over by train.
Brakeman	Courteney, B. C.	" 24	Run over by train.
Section man	Regina, Sask.	" 13	Struck by train.
Section man	Lindsay, Ont.	" 13	Struck by train.
Yardman	Vancouver, B. C.	" 17	Stepped between cars.
Engineer	Qualicum, B. C.	" 24	Caught in machinery.
Labourer	Montreal, Que.	" 10	Run over by train.
Labourer	Transcona, Man.	" 23	Struck by train.
Fireman	St. Helene, Que.	Sept. 6	Derailment.
Fireman	South Indian, Ont.	" 1	Collision.
Brakeman	Baie St. Paul, Que.	" 9	Scalded.
Section man	Point St. Charles, Que.	" 22	Run over by cars.
Conductor	Hamilton, Ont.	" 19	Crushed by train.
Car inspector	Hochelaga Est, Que.	" 6	Struck by car.
Labourer	Baie St. Paul, Que.	" 4	Struck by steam crane.
Workman	St. Anne, Que.	" 6	Rupture.

FATAL INDUSTRIAL ACCIDENTS DURING THIRD QUARTER OF 1918.—(*Continued*)

Trade or Industry	Locality	Date	Cause of fatality
STEAM RAILWAY SERVICE:—(*Continued*)			
Trackman	Fairview, N. S.	Sept. 14	Run over by train.
Labourer	St. John, N. B.	" 16	Run over by train.
Welder with railway company	Stratford, Ont.	" 14	Explosion.
Yardman	North Bay, Ont.	" 16	Crushed by cars.
Employee of C. P. R. shops	Montreal, Que.	" 26	Not known.
Labourer	Winnipeg, Man.	" 30	Blood poisoning.
Carpenter	Leaside, Ont.	" 6	Fell off roof.
Sectionman	Carleton Place, Ont.	" 16	Shot.
Trackman	Ottawa, Ont.	" 24	Struck by car.
ELECTRIC RAILWAY SERVICE:—			
Brakeman	Vancouver, B. C.	Aug 21	Died of shock.
Lineman	Ottawa, Ont.	" 31	Fell from ladder.
MISCELLANEOUS TRANSPORT:—			
Driver	Victoria, B. C.	July 3	Collision.
Deckhand	Kingston, Ont.	" 3	Drowned.
Teamster	Calgary, Alta.	" 18	Run over by horses.
Barge captain	Quebec, Que.	" 23	Drowned.
Truck driver	Levis, Que.	Aug 6	Crushed under motor truck.
Seaman	Chatham, Ont.	" 18	Drowned.
Teamster	Halifax, N. S.	" 6	Fell under wagon.
Ambulance driver	Montreal, Que.	Sept. 29	Collision with street car.
Deckhand	Victoria, B. C.	" 17	Fall.
Truck driver	Montreal, Que.	" 28	Fall from motor truck.
Chef on steamship	Cornwall, Ont.	" 20	Fell off ladder.
Mate on steamship	Murray Bay, Que.	" 22	Scalded.
PUBLIC UTILITIES:—			
Electrician	Meaford, Ont.	July 29	Electrocuted.
Electric worker	Ottawa, Ont.	Aug. 15	Electrocuted.
Employee of power company	Montreal, Que.	" 26	Electrocuted.
Telephone employee	Montreal, Que.	Sept. 6	Electrocuted.
Telephone employee	Carleton Place, Ont.	" 13	Electrocuted.
Telephone employee	Carleton place, Ont.	" 13	Electrocuted.
Electrical worker	Moncton, N. B.	" 16	Electrocuted.
Conductor with power company	Hamilton, Ont.	" 19	Crushed between cars.
Labourer with power company	Stamford, Ont.	" 3	Skull fractured.
MUNICIPAL EMPLOYMENT:—			
Labourer	Carleton Place, Ont.	July 5	Crushed by roller.
Electrician	Penticton, B. C.	" 19	Electrocuted.
Fireman	Toronto, Ont.	" 22	Inhaling nitric acid fumes.
Fireman	Victoria, B. C.	Sept. 1	Explosion of fire extinguisher.
MISCELLANEOUS:—			
Bookkeeper	Toronto, Ont.	July 18	Killed by auto.
Clerk	Toronto, Ont.	" 22	Fell down elevator shaft.
Labourers (2)	Montreal, Que.	" 13	Collapse of floor.
Steam fitter	Montreal, Que.	" 13	Collapse of floor.
Employee of store	Toronto, Ont.	Aug. 7	Fell down elevator shaft.
Elevator operator	Winnipeg, Man.	" 11	Crushed by elevator.
Employee of stock yards	Montreal, Que.	" 19	Trampled by bull.
Employee of cement company	Longue Pointe, Que.	" 26	Fall.
Employee of cement company	Montreal, Que.	" 28	Fall.
Employee of Jenkes shop	Sherbrooke, Que.	" 27	Electrocuted.
Fireman	Winnipeg, Man.	" 7	Trap door fell on him.
Labourer	Montreal, Que.	" 27	Electrocuted.
Plumber	St. John, N. B.	Sept. 4	Fall.
Tester with auto company	Walkerville, Ont.	" 16	Infection.
Operator with refinery co.	Port Coborne, Ont.	" 12	Skull fractured.
Carter	Montreal, Que.	" 26	Electrocuted.
Labourer with storage company	Cornwall, Ont.	" 21	Caught in gear.

PROGRESS OF THE 'SAFETY FIRST' MOVEMENT IN CANADA

DURING the past few years considerable progress has been made in the prevention of industrial accidents in Canada through the medium of educational campaigns, teaching both the employer and the worker the necessity for safety devices and for the exercise of ordinary care and commonsense in preventing accidents and the attendant suffering and financial and economic loss to the worker and to industry.

A number of accident prevention associations in Canada owe their origin to the Workmen's Compensation Acts in operation in various provinces. For example, Section 101 of the Ontario Act provides that, if the Compensation Board is of opinion that a safety association formed for any particular industry sufficiently represents that industry, the board may make a grant towards the salaries of inspectors and other expenses of the association. Similar provisions are incorporated in the acts of other provinces. In this connection the Workmen's Compensation Board of Ontario expended more than $38,000 during 1917. Among the organizations assisted in this manner may be mentioned the Industrial Accident Prevention Associations Incorporated, which includes in its membership the safety associations of the Furniture Manufacturers (Class 3 in the Act), Woodworkers (Class 4), Clay Products and Quarrymen (Class 5) Glass Manufacturers (Class 7) Metal Trades (Class 8 and 10), Implement and Vehicle Manufacturers (Class 11) Bottlers (Class 15) Pork Packers Class 18), Tanners (Class 19) Leather Manufacturers (Class 20) Textile Manufacturers (Class 26) Wearing Apparel Manufacturers (Class 27), and the Printing Trades (Class 29). Among others may be mentioned, the Lumberman's Safety Association, the Electrical Employers' Safety Association and the Ontario Pulp and Paper Makers' Safety Association.

For the purpose of this article, which is to describe in a general way the manner in which the various safety organizations operate, three typical associations will be discussed in the light of information received through the courtesy of their secretaries.

The Industrial Accident Prevention Associations Incorporated, the head office of which is in Toronto, retains a staff of inspectors who visit every industry in the classes represented in its membership from two to four times in each year. These inspectors, who are educated in the most up-to-date methods of mechanical devices for protection, recommend the installation of safeguards wherever danger is presumed to exist. These recommendations are followed up by the head office of the Association until they are complied with. A record of the inspection and disposition of the recommendations is filed with the Workmen's Compensation Board, which enables them to determine whether the employer is making any real effort towards the prevention of accidents. All information that comes to the notice of the Association is at the disposal of employers, and is brought to the attention of the employees through the inspectors. The inspectors also encourage the educational feature among employers and workers through the introduction of bulletins into the plants and workshops. Between 600 and 700 sets of bulletins are now being issued each week by this Association alone.

In 1914, the Electrical Employers' Association of Ontario was formed among the privately owned power and telephone companies of the province, for the prevention of accidents both to the companies' employees and to the general public. The Association's inspectors make regular inspections of the

plants of the member companies, and offer suggestions as to where guards can be placed and serious hazards eliminated from the mechanical and electrical features of the plants. During these inspections, short talks of accident prevention are given to the employees, and, in some instances, accident prevention committees have been organized in some of the larger plants. Instruction and training is given employees in the Schaeffer Prone Pressure Method of Resuscitation from electric shock, gas poisoning and drowning. Regular practices and examinations in resuscitation have been carried out since the early part of 1915. In a number of companies such practices are carried out once every two weeks among the employees. As a result of this training, numerous cases of successful resuscitation have taken place.

The Association, of course, keeps in touch with the latest progress in accident prevention in Canada and the United States, and sends out from time to time circular letters drawing attention to the more serious hazards and the ways to prevent them. Safety-first outfits are prepared for the member companies, and information supplied as to where various devices for accident prevention can be purchased.

According to the secretary of the Association, very gratifying results have been obtained by the hearty co-operation between the executive officers of the companies and the workers. "There is no doubt," says another official, "that the keystone of any work in accident prevention is the foreman directly in charge of the men. With interest of the men in their own and their fellow-workers' safety, intelligent direction by well trained foremen and hearty co-operation on the part of executive officers, successful results in accident prevention are practically assured."

The Ontario Pulp and Paper Makers' Safety Association attach the greatest importance to the formation of safety committees in the mills, and to this end seek the sympathy and active co-operation of the employers, superintendents and foremen. When established, the members of these committees are urged to use their influence among fellow-employees to eliminate chance-taking and carelessness. In some of the large plants departmental safety committees as well as central committees are formed. By this means each department is responsible for its own safety management. In order to secure a more general co-operation the chairmen of the departmental committees are members also of the central committees. It is stated that this method of interesting the workers has produced very satisfactory results. This Association also arranges safety rallies which are held periodically in different districts. In these rallies moving pictures and addresses by safety engineers form the bulk of the programme A bulletin issue is also a part of the service, the bulletins used being those of the National Safety Council of Chicago, with which the Association is in close co-operation

Comparative statistics of accidents are issued from the office of the Association every month to each mill showing its position in comparison with other mills. This is said to have created a competitive spirit among the mills to secure a good position on the monthly statements.

The Workmen's Compensation Board of Ontario in introducing the "merit rating" scheme of assessment* will do much to promote action on the part of employers, if only from motives of self-interest, towards reducing the number of accidents among their employees. This "merit rating" system is designed to enable employers who have reduced the hazards in their plants by the installation of safety devices and by other measures of accident prevention, to secure a proportionate reduction on rates through merit credits, and on the other hand to penalize employers who neglect safety equipment in their plants by imposing a demerit differential in

*Authorized in sub-sec. 4 of s. 85 ,added by s. 14, c. 34 1917.

addition to the regular rate. It should be stated that other provinces are also giving consideration to this system of "merit rating."

It is claimed that the turnover of labour and lack of training are two very serious factors in the causation of accidents. A very high percentage of accidents is also reported among alien workers, who either do not understand the English language, or understand it very imperfectly.

The following is a plan for the formation of central and departmental safety committees as outlined by the Ontario Pulp and Paper Mills Safety Association:

Personnel and Duties of Central and Departmental Safety Committees

1. Central committee composed of not less than three members nominated by the management, and the Chairman of each Departmental Committee.

2. Committee of four in each Department, popularly elected by the employees of each department. Chairman elected by the Committee.

3. Period of service on Committees to be fixed by Central Committee.

DUTY OF CENTRAL COMMITTEE

1. Appoint sub-committee of two each month to carry out a systematic inspection of all departments of the mill. This inspection to include:

(a) Inspect and report on condition of existing safeguards.

(b) Make suggestions for guarding of dangerous points throughout the mill.

(c) Report on general order and arrangement of materials.

(d) Cleanliness of plant.

(e) Lighting in buildings and in yard.

(f) Sanitary conditions.

(g) Make suggestions for the placing of danger signs throughout plant.

(h) Inspect and report on condition of all fire fighting apparatus.

2. Review and approve at the monthly meeting the report of the inspecting committee.

3. Encourage employees to offer suggestions for Safety operation, and when suggestions are turned in, pass on same, determining the practicability as well as the advisability of carrying them into effect.

4. Members to familiarize themselves with the causes of accidents and near accidents, which have happened between the meetings. Discuss ways and means of preventing accidents.

5. Take charge of bulletin boards, including:

(a) Distribution of bulletins from outside sources to each department.

(b) Distribution of clippings of articles of interest to each department.

(c) Distribution of items of Mill interest to each department.

(d) Distribution of monthly report of accidents to each department.

(e) Distribution of safety rules to each department.

6. Formulate rules for Safety of Operation.

7. Encourage cleanliness and order throughout the mill.

8. Watch out for dangerous practices, cautioning men against same, and reporting at committee meeting.

9. To have general charge of all items relating to welfare, safety and education of all employees.

10. Minutes of all meetings to be kept by a duly appointed secretary.

DUTY OF DEPARTMENTAL COMMITTEES

1. Make monthly inspection of department and report to central committee.

2. Encourage all employees in department to offer suggestions for safe operation.

3. See that men from other departments do not visit department unnecessarily.

4. See that new employees are properly instructed as to the hazards of their work and means of preventing accidents to themselves and others.

5. Take charge of department bulletin board, see that bulletins are changed regularly, and board kept clean and tidy.

6. Encourage cleanliness and order throughout department.

7. In case of accident render minor first aid until doctor can be called.

8. Watch out for dangerous practices, cautioning men against same, and reporting to committee.

9. Inculcate, by precept and example, the spirit of co-operation and good comradeship and so make the work of the department a pleasure as well as a duty.

CANADIAN GOVERNMENT RAILWAYS EMPLOYEES' RELIEF AND INSURANCE ASSOCIATION

THE twenty-ninth annual report of the Canadian Government Railways Employees' Relief and Insurance Association, which appears in the October issue of the *Canadian Government Railways Employees Magazine*, presents a satisfactory financial statement notwithstanding an unusually heavy drain upon its funds due to the war and the great disaster at Halifax. There were 212 death claims during the fiscal year ending June 30, 1918. Of this number, 59 lives were lost in the Halifax disaster, and 37 died on military service. The statement of the expenses of management is as follows:

Total receipts	$186,143.08
Credit balance, June 30,1917	62,647.42
	248,790.50
Total expenditures	179,320.84
Leaving credit balance	69,469.66
Less estimated outstanding liabilities	12,050.00
Net surplus, June 30, 1918.	$57,419.66

The expenditures from the sick and accident fund were $74,292.78, an increase of $20,735.81 over the previous year. Out of the temporary employees' accident fund there was spent $17,990.33. During the year 186 death and total disability claims, amounting to $75,250, were paid to regular members or their heirs. In the previous year these claims totalled $52,000.

A statement recently prepared by the secretary of the association, covering the period from May, 1890, to December 31, 1917, shows a total expenditure of $1,744,331.01 on indemnities and claims, made up as follows:

Regular members—	
Sick and accident claims	$ 465,029.92
Medical and surgical attendance	378,946.60
Death claims	625,207.20
Total disability claims	143,500.00
Total	$1,612,683.72
Temporary members—	
Accident indemnity	61,824.29
Surgical attendance	39,323.00
Death indemnity	30,500.00
Total	$ 131,647.29
Total amount of claims of all members	$1,744,331.01

MIGRATION AND SETTLEMENT

HOMESTEAD ENTRIES. — During the third quarter of 1918 there were 245 homestead entries in Manitoba, 371 in Saskatchewan, 663 in Alberta, and 14 in British Columbia, a total of 1,293 for the three months, as compared with 1,472 for the second quarter of 1918 and 2,531 for the corresponding period of 1917. The following statement shows the number and nationality of those who took up homesteads in the various provinces during the third quarter of 1918, with a comparison of the figures for the same period in 1917:

HOMESTEAD ENTRIES BY PROVINCES AND NATIONALITY OF HOMESTEADERS—JULY-SEPTEMBER, 1918.

NATIONALITY.	Manitoba			Saskatchewan			Alberta			British Columbia			Total (All provinces)			For three months
	July	Aug.	Sept.	July	Aug.	Sept.	July	Aug.	Sept.	July	Aug.	Sept.	July	Aug.	Sept.	
Canadians from Ontario	10	14	4	31	21	10	23	28	19	1	....	....	65	63	33	161
" " Quebec	2	2	3	15	8	8	21	19	10	....	....	....	38	29	21	88
" " Nova Scotia	1	....	....	7	....	....	2	4	2	....	....	....	10	4	2	16
" " New Brunswick	1	....	....	....	....	....	2	3	3	....	....	....	3	3	3	9
" " Prince Edward Island	1	....	....	....	....	....	2	1	1	1	....	....	4	1	1	6
" " Manitoba	19	15	2	7	4	2	6	6	4	....	....	....	32	25	8	65
" " Saskatchewan	2	1	....	11	8	5	3	2	1	....	....	....	16	11	6	33
" " Alberta	....	....	....	....	....	1	11	12	7	....	....	....	11	12	8	31
" " British Columbia	....	....	....	1	....	....	3	1	4	2	....	1	6	1	5	12
Persons who had previous entry	18	10	6	20	14	10	32	37	20	2	1	....	72	62	36	170
Newfoundlanders	....	....	....	....	....	....	....	1	....	1	....	....	1	1	....	2
Canadians returned from the United States	....	....	....	....	....	....	....	1	1	....	....	....	....	1	1	2
Americans	10	9	4	31	30	24	85	37	46	1	....	....	127	76	74	277
English	19	21	14	19	19	8	43	26	30	....	1	....	81	67	52	200
Scotch	11	4	....	7	7	1	13	5	7	1	....	1	32	16	9	57
Irish	3	3	....	6	2	2	8	4	4	....	....	....	17	9	6	32
French	4	1	1	....	1	2	2	1	1	....	....	....	6	3	4	13
Belgians		2	1	....	....	....	1	....	....	....	....	....	1	2	1	4
Swiss	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	1
Italians	....	....	....	1	....	....	8	1	1	....	1	....	9	2	1	12
Roumanians	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	1
Germans	....	....	....	....	....	....	2	1	....	....	....	....	2	1	....	3
Austro-Hungarians	6	....	....	1	....	....	3	1	....	....	....	....	10	1	....	11
Hollanders	....	....	....	....	1	....	1	1	....	....	....	....	1	2	....	3
Danes (other than Icelanders)	....	....	1	2	....	1	4	2	1	....	....	....	6	2	3	11
Icelanders	2	....	....	....	....	....	....	....	....	....	....	....	2	....	....	2
Swedes	....	....	1	3	....	1	1	6	3	....	....	....	4	6	5	15
Norwegians	....	....	....	5	3	2	12	2	....	....	....	....	17	5	2	24
Russians (other than Finns)	2	2	2	5	2	1	....	1	3	....	....	....	7	5	6	18
Finns	10	1	....	....	1	....	....	....	....	....	....	....	10	2	....	12
Australians	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	1
Montenegrin	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	1
Total	121	85	39	172	121	78	290	205	168	9	3	2	592	414	287	1,293

Total homestead entries, July-September, 1918.....1,293.
Total homestead entries, July-September, 1917.....2,531.

LANDS PATENTED.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia, and the Yukon Territory for the third quarter of 1918, the number of patents was 3,410 and the number of acres 543,551.86, as compared with 4,784 patents and 792,863.83 acres in the second quarter of 1918, and 5,490 patents and 876,885.37 acres in the corresponding quarter of 1917. The following statement gives details of lands patented during the third quarter of 1918, with a comparison of the figures for the same period in 1917:

STATEMENT OF LETTERS PATENT COVERING DOMINION LANDS SITUATED IN MANITOBA, SASKATCHEWAN ALBERTA, BRITISH COLUMBIA AND THE YUKON TERRITORY, JULY-SEPTEMBER, 1918.

Nature of Grant.	July		August		September		Total	
	No. of patents	Number of acres.	No. of patents	Number of acres.	No. of patents	Number of acres.	No. of patents	Number of acres
British Columbia homesteads	11	1,341.55	8	1,380.15	8	996.84	27	3,646.54
British Columbia sales	1	39.90	1	27.60	1	237.26	3	304.76
Homesteads, Peace River Block	8	1,283.00	8	1,283.00	16	2,573.20	32	5,139.20
Homesteads	678	108,072.91	640	101,126.19	811	130,509.42	2,129	339,708.52
Leases	1	20.50	.....	.....	.....	.....	1	20.50
License of occupation	.....	.....	1	1.58	1	2.33	2	3.91
Military bounty grants	.....	.....	.....	.....	1	140.60	1	140.60
Mining land sales	.....	.....	.....	.....	1	20.00	1	20.00
North West half-breed grants	1	100.50	.....	.....	1	160.00	2	260.50
Pre-emption sales	254	40,330.36	181	28,671.57	194	30,864.39	629	99,866.32
Purchased homesteads	64	9,770.41	48	7,396.22	44	6,942.67	156	24,109.30
Quit claim, special grants	1	.....	2	.....	1	.....	4	.....
RAILWAYS:—								
Alberta and Great Waterways Railway Co	1	6.00	.....	.....	1	6.92	2	12.92
Calgary and Edmonton Railway Co	14	9,564.00	2	480.00	2	797.83	18	10,841.83
Central Canada Railway Co	18	203.28	.....	.....	.....	.....	18	203.28
Canadian Northern Railway Co	1	640.18	4	7,040.00	2	480.00	7	8,160.18
Canadian Pacific Railway grants	.....	.....	.....	.....	3	425.98	3	425.98
Canadian Pacific Railway roadbed and station grounds	3	16.82	.....	.....	1	23.90	4	40.72
Edmonton, Dunvegan and British Columbia Railway Co	.....	.....	.....	.....	6	82.58	6	82.58
Grand Trunk Pacific Railway Co	1	12.24	.....	.....	.....	.....	1	12.24
Qu'Appelle Long Lake and Sask. Rd. and Steamboat Co	25	5,785.17	6	1,275.50	4	940.10	35	8,000.77
Sales	38	2,253.68	35	2,004.92	26	3,058.65	99	7,317.25
School land sales	68	10,314.72	75	12,079.63	60	11,425.28	203	33,819.63
Special grants	11	296.28	5	138.36	4	510.29	20	944.93
Yukon Territory homesteads	.....	.....	2	320.00	.....	.....	2	320.00
			2	22.84	3	126.56	5	149.40
Total	1,199	190,051.50	1,020	163,175.56	1,191	190,324.80	3,410	543,551.86

Total, July-September, 1918.....3,410 patents: 543,551.86 acres.
Total, July-September, 1917.....5,490 patents: 876,885.37 acres.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Interpretation of Accident Insurance policy

A BUILDING contractor took out an accident policy with an insurance company, by which the company agreed to indemnify him for all damages that ight be imposed upon him for the death or injury of his employees. On August 23, 1917, one of his workmen received an injury to his eye. On September 3 he went to a hospital for treatment, but the trouble became worse and he finally lost his eye. The employer heard of the accident for the first time on October 15, and at once reported it to the accident insurance company. In reply, the company declined all responsibility, claiming that he had not conformed to the conditions of the policy, in particular that he had not given notice of the accident immediately. A little later the injured workman entered suit against his employer for compensation to the amount of $2,025 for the loss of his eye. The contractor did not contest this suit, but reported it to the insurance company. On the refusal of the company either to adjust the claim or to contest it, he entered an action against the company in the Superior Court of Quebec. The

company based its defence on the following condition in the policy:

"When an accident takes place, the insur d shall immediately give to the head office of the company at Montreal, by letter, a notice containing the most complete details that can be procured at that moment. And if a claim arises concerning this accident, the insured shall immediately give notice to the said office, and furnish it with all the details. The whole time the insured shall give every aid and assistance possible to the company."

It was held by the Superior Court of Quebec that the word "immediately" in an insurance policy means without unnecessary delay or with reasonable diligence under the circumstances of the particular case. The same doctrine is quoted from another source as follows: "It seems to be the general rule that where, because of circumstances and conditions surrounding the transaction, the giving of notice within the time specified becomes impossible, it will be excused and held sufficient if given within a reasonable time after the removal of the obstacle." It was further stated as a principle of jurisprudence that "when an insurance policy is ambiguous, equivocal, arbitrary, giving room for injustice, it ought always to be interpreted against the company, since it is the company which is always charged with drawing up a contract of insurance." Under these considerations the Court ordered the defendant to pay the plaintiff the sum of $1,134, with interest and costs. (*Quebec—Parent v. Merchants Assurance Company.*)

Jurisdiction of Manitoba Workmen's Compensation Board

A machinist employed by the Canadian Northern Railway Company at Fort Rouge, Manitoba, died while at work, and the company was ordered by the Workmen's Compensation Board of Manitoba to pay his widow a monthly sum of $20, so long as she should live and remain unmarried, and certain smaller sums to her children. The company objected to this order and moved in the Court of King's Bench for an injunction to restrain the three members of the Board from filing the order in that Court. The claim for an injunction was based on the ground that the Commissioner who made the order had no jurisdiction because the deceased workman died of natural causes, and his death was not caused by an accident arising out of or in the course of his employment as required by the Workmen's Compensation Act.

On behalf of the defendants two preliminary objections were raised: (1) The form of the action is misconceived, for if any remedy exists it should be asserted against the Board, which is created a corporation under the Workmen's Compensation Act, and not against the individual members. (2) The Court has no jurisdiction to deal with any transactions by the Board, as all such interference by the Court is expressly taken away by the Workmen's Compensation Act. The first objection was overcome by permission being given the defendants to amend their statement of claim by adding the Board as a party defendant. With regard to the second objection, it was held by the Court that the Workmen's Compensation Board was legally an inferior Court with very limited jurisdiction, whereas the Court of King's Bench is a Superior Court of Record, whose jurisdiction certainly extends to prohibition of inferior Courts from dealing with matters beyond their jurisdiction. On the other hand, an inferior Court, when acting within its jurisdiction, cannot be restrained by prohibition no matter how erroneously it may decide on either facts or law. In the present case, in the opinion of the Court, the Board acted without jurisdiction, because, as was admitted by the counsel for the defendants, it failed to give notice to the plaintiffs of its proceedings, to which they were entitled.

Both of the preliminary objections were overruled. (*Manitoba—Canadian Northern Railway v. Wilson.*)

Quebec Workmen's compensation law covers accidents in other Provinces

A workman was engaged in Montreal to work at Port Arthur, Ont., and while there a piece of iron fell on his foot and caused the loss of the first joint of his second toe. He claimed compensation under the Workmen's Compensation Act of Ontario, and the Workmen's Compensation Board of that Province awarded him $54.56 as partial payment to June 27, 1916, the accident having taken place on June 1. From June 27 he continued at work until July 20, when he with some others was discharged as there was not enough for them to do. He returned to the province of Quebec, but for two months he was unable to do any work on account of pain from the injury. He then made a claim under the Quebec law for $9. a week from July 20, for the time during which he was incapable of work, being half his wages, and $2 a week thereafter as compensation for half of his permanent partial loss of capacity for work. It was claimed by the defendant company that the plaintiff could not invoke the law of Quebec, because he had already been awarded an indemnity by the Workmen's Compensation Board of Ontario, and because his yearly wages exceeded $1,000. It was further denied that his capacity for work had diminished in consequence of his accident.

The Superior Court held that from the evidence of the two doctors who examined him, and from the statements of authors of tables showing the extent of incapacity from wounds, the plaintiff did not suffer any permanent incapacity for work due to his accident. It was further held that the plaintiff had a right to appeal to the courts of Quebec for compensation, in view of the fact that the obligation to give compensation forms, acording to the law, a part of the contract of service, and that the source of this obligation is only in this law, which does not limit it to accidents sustained in the province of Quebec. In the absence of such limitation the courts cannot impose it. With reference to the wages of the plaintiff, the Court held that he only earned $4.50 per day temporarily, and that in the twelve months preceding the accident his wages did not amount to $1,000.

The claim of the plaintiff was therefore admitted in part, and the defendant was condemned to pay him half his wages for the two months during which he was idle, amounting to $117, with interest from September 21, 1916, with costs. (*Quebec—Burdeau v. Dominion Bridge Company, Ltd.*)

Settlement of compensation for accident ratified by Court

A workman was injured when at work and was incapacitated for four weeks. Six months after the accident took place, he accepted $200 from his employer as compensation, but when application was made to the Superior Court of Quebec for the sanction of this arrangement, the workman opposed the motion on the advice of his lawyer. The grounds of his opposition were that he had been induced to make the settlement by the threats and false representations of his employer's agent, that he had given his consent by mistake and without consulting his lawyer, that the act was illegal,

contrary to the law and null and void. The Superior Court of Quebec held in its judgment that the settlement was made freely and voluntarily, and with due knowledge of the plaintiff, and there was no reason to take into consideration the facts alleged in the plaintiff's affidavit, since he declared as witness that he had not well understood the sense and purpose of it, seeing that it was drawn in the English language. In consequence, the Court maintained the motion of the defendant, ratifying the settlement, and declaring extinguished all claims that the plaintiff could have against the defendant by reason of the accident.

An appeal was taken to the Court of Revision, which confirmed the judgment of the Superior Court, declaring that in the settlement nothing was done contrary to the law. Application had been made to the Court for its sanction of an agreement, and in its discretion it had approved the agreement. This is final. Such an agreement, it was pointed out, could, however, be set aside even after the judgment for reasons which annul contracts, namely, if the workman had been defrauded, or had yielded to false representations. (*Quebec—Patenaude v. Canada Cement Company.*)

Employer liable for accident due to unprotected machinery

The widow of the caretaker of a grain elevator, who was killed when at work, brought action in the Court of King's Bench of Saskatchewan against the company that employed him to recover damages for his death, While there was no witness to the accident, the theory of the plaintiff as to how it took place was accepted by the Court as the most probable one. From this it appears that the deceased workman was on the first floor when he was summoned by his foreman to go down to the ground floor. Before descending, he mounted a ladder and stepped onto a platform, in order to get a rag which he had left there. Upon this platform is a drum around which are coiled the cables that operate a lift from the ground floor. In some way the workman slipped, and in order to prevent himself from falling through a hole between the drum and the platform, he grasped the moving cable, became entangled in it and broke his neck.

It was held by the Court that the defendant was guilty of a breach of statutory duty in not having had the drum protected and the hole covered, as these matters come within section 19 of the Factories Act, which provides in part as follows (a) In every factory all dangerous parts of mill gearing, machinery, vats, pans, caldrons, reservoirs, wheel races, flumes, water channels, doors, openings in the floors or walls, bridges, and all other dangerous structures or places shall be as far as practicable securely guarded. It was further held that this breach of duty was the cause of the accident. The plaintiff was therefore awarded damages to the amount of $5,000 with costs. (*Saskatchewan—Hilton v. Robin Hood Mills, Ltd.*)

REVIEWS

NEW SOUTH WALES.—Department of Labour and Industry. Report on the working of the Factories and Shops Act, 1912, during the year 1917. 52 pp.

Industrial conditions of New South Wales

THE Report on the working of the Factories and Shops Act, 1912, of New South Wales, Australia, for the year 1917, shows that general industrial conditions continued to be good in that part of the Commonwealth, although some industries were hampered by lack of raw materials. Statistics collected for the week ended December 1 show that there were 8,099 factories in the State, employing 95,251 persons, an increase of 34 factories and 2,599 persons over the previous year. The effects of the war have not yet been serious enough to disturb the comfort of the people in Australia. Prices have risen, shortages in shipping, machinery, and certain materials have become manifest, but it is stated that the people are as well fed, clothed, and housed as in pre-war days, and there are few unemployed. The restriction of imports has caused a number of new industries to spring up in New South Wales, among which are mentioned the manufacture of motor cycles and cars, tin and lead tubing for toilet articles, asbestos roofing, fire-bricks and roofing tiles, white lead, paint and varnish, musical instruments, sewing machines and toys. The steel works at Port Waratah, Newcastle, have expanded tremendously owing to war demands, and another company has established a new industry by obtaining tar from the coke ovens of the steel works, and producing from it by distillation benzol, naphtha, carbolic acid, and other by-products.

UNITED STATES.—Effect of the Air Hammer on the Hands of Stonecutters. Bulletin of the United States Bureau of Labour Statistics, No. 236. 1918. 147 pp.

Effect of the air hammer on stonecutters' hands

A bulletin has been issued by the United States Bureau of Labour Statistics, dealing with the effect of the air hammer on the hands of stonecutters. The investigation on which the bulletin is based was made on the request of the American Association for Labour Legislation, as the result of a speech made before it by the president of the Journeymen Stonecutters' Association of North America. It was alleged by him that the incessant vibration of the pneumatic hammer, striking 3,400 blows every minute, paralyzes the hands, by reducing their circulation. He claimed they had tried every possible way to induce the employers to investigate the results of using it, and recently during a controversy in a certain district, the men were told by the employers that if they refused to use the pneumatic hammer after the expiration of their agreement, they would be locked out under the terms of the agreement with the international union.

Inquiries as to the harmful effects of the pneumatic hammer made by the Bureau in the limestone belt of Indiana elicited replies from 97 employees and 18 firms. Of the employees, 68 reported that they had been injured by its use, and 29 that they had not. Of the in-

jured, 16 stated that their left hand and arm were affected, and 13 complained that the hammer had a bad effect on their nerves. The employers claimed that the pneumatic hammer was a necessity of their business, as it enabled them to compete with makers of artificial stone. A number of them claimed that any ill effects caused by this hammer were due to the wrong use of it and should not be attributed to the tool itself. Although it is only intended for a finishing tool, it was alleged that many of the men employed it for all purposes, instead of taking up the mallet and chisel for rough work. It was also claimed by them that numbing caused by choking the exhaust with the thumb could not be held chargeable to the hammer.

Various medical examinations in connection with this inquiry were made from which the following conclusions were drawn: Among men who use the air hammer for cutting stone, there appears very commonly a disturbance in the circulation of the hands, which consists in spasmodic contraction of the blood vessels of certain fingers, making them blanched, shrunken and numb. These attacks usually come on early in the morning or after work. This form of anemia is very slow in disappearing, but there seem to be no serious secondary effects, and according to the opinion of the majority of stonecutters the condition does not impair the skill in the fingers for ordinary interior stone cutting and carving, but may make it impossible for a man to do outside cutting in cold weather, or to take up a skilled trade which exposes the hands to cold. The trouble seems to be caused by three factors: long-continued muscular contraction of the fingers in holding the tool, the vibration of the tool, and cold. It is increased by too continuous use of the air hammer, by grasping the tool too tightly, by using a worn, loose air hammer, and by cold in the working place. With the elimination of these features, it is thought that the trouble can be decidedly lessened.

UNITED STATES.—Lessons in Community and National Life. Series A, for the Upper Classes of the High School. Series B, for the First Class of the High School and the Upper Grades of the Elementary School. Series C, for the Intermediate Grades of the Elementary School. Department of the Interior, Bureau of Education. 264 pp. each.

Lessons in Community and National Life

The United States Bureau of Education, in co-operation with the United States Food Administration, has issued three volumes of Lessons in Community and National Life, Series A being for the use of the upper classes of high schools, Series B for the third class of high schools and the upper grades of elementary schools, and Series C for the intermediate grades of the elementary schools. These courses were prepared by direction of President Wilson, who explains their purpose in a letter to school officers, which is in part as follows:

"The war is bringing to the minds of our people a new appreciation of the problems of national life and a deeper understanding of the meaning and aims of democracy. . . . The urgent demand for the production and proper distribution of food and other national resources has made us aware of the close dependence of individual on individual and nation on nation. The effort to keep up social and industrial organizations in spite of the withdrawal of men for the army has revealed the extent to which

modern life has become complex and specialized. These and other lessons of the war must be learned quickly if we are intelligently and successfully to defend our institutions. When the war is over we must apply the wisdom which we have acquired in purging and ennobling the life of the world. In these vital tasks of acquiring a broader view of human possibilities the common school must have a large part. I urge that teachers and other school officers increase materially the time and attention devoted to instruction bearing directly on the problems of community and national life. . . . In order that there may be definite material at hand with which the schools may at once expand their teaching, I have asked Mr. Hoover and Commissioner Claxton to organize the proper agencies for the preparation and distribution of suitable lessons for the elementary grades and for the high school classes. Lessons thus suggested will serve the double purpose of illustrating in a concrete way what can be undertaken in the schools and of stimulating teachers in all parts of the country to formulate new and appropriate materials drawn directly from the communities in which they live."

The series are each divided into eight chapters, arranged under the following headings: Social Organization and the Effects of the War; Production and Wise Consumption; Machine Industry and Community Life; National Control and Food Conservation; Customs, Laws, and Forms of Government; Business Organization and National Standards; Concentration of Population, Industries, and Institutions; The Worker and the Wage System. Nearly every chapter contains three or four lessons by specialists in the various subjects treated.

The objects of these lessons are further set forth in an Introduction by Charles H. Judd, Director of the School of Education of the University of Chicago, under whose direction the series were prepared. He states that they are intended first of all to lay the foundations for an intelligent enthusiasm for the United States. They are accordingly filled with concrete descriptions of American institutions and their significance is made as clear as possible. In the second place, the lessons aim to bring industry into the schools in a way which will appeal to the intelligence of pupils and will intellectualize all later contact with practical affairs. They accordingly tell how industries have originated and evolved, so that the pupil may see that industry is a part of man's intellectual conquest of the world. In the third place, the lessons are intended to create a sense of personal responsibility, which can result only when the pupil is shown how his life is interdependent with the life of other members of society.

United States.—Report of Decisions of the Industrial Accident Commission of the State of California for the Year 1917. Vol. 4, 1917. 471 pp.

Workmen's compensation law of California

The Report of Decisions of the Industrial Accident Commission of California for 1917 contains a brief review of the Workmen's Compensation Acts of that State. The Employers' Liability (Compensation) Act of 1911, popularly known as the Roseberry Act, was an elective compensation act and applied only to those filing notice of their intention to come under its provisions. In that year an amendment to the State Constitution was carried, authorizing further legislation to provide for compensation in a compulsory form.

In 1913, the Workmen's Compensation, Insurance and Safety Act, known as the Boynton Act, was passed, superseding the prior Roseberry Act, and went into effect on January 1, 1914. This Act is a compulsory measure, and includes all classes of labour with the exception of farm, dairy, agricultural, viticultural or horticultural labour, stock or poultry raising, domestic service, and employments which are both casual and not in the usual course of the business of the employer. Various amendments have since been made to this law, the only important one being the extension of the Act to cover occupational diseases. This was accomplished by striking out the requirement of proof of an accident, leaving all injuries compensable which occur in the course of and rise out of the employment, whether accidental or otherwise.

THE

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MINISTER—THE HONOURABLE GIDEON D. ROBERTSON.
DEPUTY MINISTER—F. A. ACLAND.

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

During November the labour market was disturbed by the signing of the armistice; also, to a lesser degree, by the influenza epidemic, which particularly affected the lumber camps and coal mines. Many hundreds of munition workers were discharged, most of whom were absorbed by other industries. In civic employment there was a small decrease in the number of workers, but a slight increase in the wages paid in comparison with October.

The time loss on account of industrial disputes during November was less than during October, but greater than in November, 1917. There were in existence during the month 23 strikes, affecting 4,330 workpeople and involving a time loss of 36,843 working days.

The average cost of the weekly budget of staple foods averaged $13.49 at the middle of November as compared with $13.54 for October, 1918, $12.10 for November, 1917, and $7.96 for November, 1914. The index number of wholesale prices stood at 290.9 for November, as compared with 289.6 for October, 1918, 247.3 for November, 1917, and 135.8 for November, 1913.

Proceedings under the Industrial Disputes Investigation Act

During the month of November the Department received reports from three Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) the Algoma Steel Corporation and Algoma Construction Engineering Company, of Sault Ste. Marie, Ont., and their enginemen, firemen, conductors, brakemen, electrical and steel workers; (2) various elevator operators at Port Arthur and Fort William and certain of their employees; and (3) the Polson Shipbuilding Company, Toronto Shipbuilding Company, and Dominion Shipbuilding Company, of Toronto, and their ship carpenters, caulkers, joiners and woodworking machinists.

Sixteen applications were received for the establishment of Boards; two other Boards, established during the previous month, were completed by the appointment of chairmen, and the dispute between the Canadian Northern Railway Company and its clerks, station employees, etc., was referred to the Labour Appeal Board.

The new Minister of Labour

On November 7 the Honourable Gideon Robertson was sworn in as Minister of Labour in succession to the Honourable T. W. Crothers, K.C., M.P. Mr. Crothers had held the portfolio since 1911 and had been compelled by ill health to resign. The new Minister had been prominent as a labour leader, particularly in connection with the Order of Railroad Telegraphers. Mr. Robertson became in 1907 chairman of the adjustment committee of his union for the Canadian Pacific Railway lines, and was, in 1914, elected vice-president for Canada of the Order of Railroad Telegraphers. In January, 1917, Mr. Robertson was appointed to the Senate, becoming later in the same year a member of the Government without portfolio, and, early in 1918, chairman of the Board of Registration. Senator Robertson is also chairman of the labour sub-committee of the Reconstruction and Development Committee of the Cabinet.

A letter which has been made public was addressed by the Prime Minister to the retiring Minister, in which the Minister's resignation was acknowledged. The communication read as follows:

"Dear Mr. Crothers,—

"I beg to acknowledge your letter conveying to me your resignation as Minister of Labour, which, under the circumstances disclosed to me at our interview, I must accept, but with much regret. You told me some eighteen months ago that your health was not good, but that you hoped to continue your duties until the end of the war. I expressed to you my desire and my hope that your strength would prove sufficient for that purpose, and I realize the unremitting labours which you have since discharged with great ability and devotion to the public interest.

"During the period of more than seven years in which you have been Minister of Labour you have been confronted from time to time with many difficult questions, and this has been especially true during the past four years. It must be a matter of great satisfaction to you, as it is to me, that during that period there have been fewer labour disturbances in Canada than in any other part of the Empire. This is a tribute not only to the moderation and patriotic spirit of organized labour, but also to the wisdom and ability with which you have discharged your duties as Minister.

"May I venture to express my hope that the well-earned holiday which you are about to take will prove most beneficial, and that, although you find your strength unequal to continuing the labours incident to the head of the important department over which you have presided, you will take an active and energetic interest in public affairs.

"Believe me, dear Mr. Crothers,

"Yours faithfully,

"(Sgd.) R. L. BORDEN."

* * *

British Government to pay return passage of Canadian workmen

The Department of Labour has received word to the effect that all British subjects who, since the beginning of the war, have gone to Great Britain for employment on government contracts and have, so far as possible, worked continuously, will be given free conveyance home. The wives and children of these men who went over and joined them in England or Scotland will also be brought back free of charge. This provision applies only to boys under 16 years of age and girls under 18. The arrangement is presumably intended specially to affect the Canadian workmen who removed from Canada to Great Britain in the summer of 1915 by agreement with a British Mission which visited Canada to secure suitable workmen then unemployed. About 2,000 men went across. Many have since returned, but it is estimated that about 400 Canadian workmen are yet in Great Britain. In a few cases

the families of the workmen remaining have also remained in that country.

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Canadian National Reconstruction Groups

Last year the organization of Canadian National Reconstruction Groups was begun in Montreal for the purpose of studying the problems arising from the war, and making suggestions for their solution. It is proposed to create small study groups throughout the Dominion, including wherever possible representatives of the returned soldier, capital, production, and labour. For this purpose the parent body has constituted itself a Standing Committee on Plans and Propaganda, and has issued a pamphlet bearing the title of "The Problems of Reconstruction," in which are collected the opinions and suggestions of many writers on various social and economic problems arising out of the new conditions brought about by the war. The object of the publication is to afford some concrete material for the groups to work upon. A wide variety of subjects are discussed in it, and a bibliography is given containing the names of publications referred to in the text and others that would be of benefit to the study groups. This pamphlet and other information may be obtained from the honorary secretary, 201 Coristine Building, Montreal.

* * *

Cabinet Committee to co-ordinate reconstruction programs

A special committee of the Cabinet has been formed under an Order-in-Council to co-ordinate the policies of the various government departments having to deal with the absorption into civil life and occupation of discharged soldiers. The committee, which is known as the Repatriation and Employment Committee of the Dominion Government, will also consider industrial and labour conditions which may arise from industrial dislocation and re-adjustment following the termination of the war. The Honourable J. A. Calder is chairman of the committee, and Mr. H. J. Daly has been appointed to direct the committee's work.

The text of the Order-in-Council is as follows:

"The committee of the Privy Council have had before them a report, dated November 14, 1918, from the Honourable Sir Thomas White, the Acting Prime Minister, stating that with the conclusion of peace important industrial problems relating to employment are likely to arise through the dislocation of business and the re-adjustment of our industries to a peace basis.

"Further, the demobilization of the Canadian forces is likely to be proceeded with continuously from this time forward, and it is desirable that every effort should be made to meet the problem of the absorption of discharged soldiers into the civil life of the community as rapidly as possible.

"The Minister observes that the necessary governmental machinery has been created to deal with these and other cognate problems through the Department of Soldiers' Civil Re-establishment, the Department of Labour, and the Department of the Interior through the agency of the Returned Soldiers' Land Settlement Board.

"The Minister submits that it is desirable that steps should be taken to provide for the fullest co-operation of the various departments and agencies now existing or that may be hereafter created for the purposes aforesaid.

"The Minister, therefore, makes the following recommendations:

"That there be constituted a committee of the Privy Council consisting of the following members, namely, Hon. Sir James Lougheed, Hon. Mr. Rowell, Hon. Mr. Crerar, Hon. Mr. Robertson, Hon. Mr. Meighen, and Hon. Mr. Calder, of which Hon. Mr. Calder shall be chairman, charged with the duty and responsibility of securing the closest co-operation of all the departments of the Government and of other agencies now

existing or that may be hereafter created for the purpose of dealing with the following:

"(a) The absorption into civil life and occupation of discharged soldiers; and,

"(b) Industrial labour conditions which may arise from industrial dislocation and re-adjustment.

"The Minister further recommends that the said committee be authorized to engage such officers, clerks, and employees as may in their view be necessary and, subject to the approval of Your Excellency in Council, to create such further organizations and agencies as may in their judgment be required to effectually discharge the duties and carry out the work hereby assigned to them.

"The Minister further recommends that all expenditures incurred by the committee be charged to the War Appropriation Vote.

"The committee concur in the foregoing recommendations, and submit the same for approval."

* * *

Gratuity paid to widow of deceased workman through Department of Labour

In January, 1917, a workman in the employment of Messrs. T. McAvity and Sons, Limited, of St. John, N.B., died as the result of injuries received from the bursting of an emery wheel, while at work. He had originally come from St. Vincent, West Indies, in order to enlist in the Canadian forces, but had been discharged as physically unfit. The acting Governor of the Island wrote to the Minister of Labour stating that the widow and seven children of the deceased were destitute, and asking the assistance of the Department in securing if possible compensation from the employers concerned. Correspondence with the former employers of the deceased workman and with the Assurance Company with which they were insured against liability for accidents to their employees, elicited the information that under the Workmen's Compensation Act of New Brunswick there was no legal liability on the part of the employers to pay compensation for this man's death, as his dependents were not residents of Canada at the time of the accident, and as it was due to his own negligence. The employers, however, expressed their willingness to make a gratuity to the widow and children, and ultimately the sum of the gratuity was placed at $500, and this sum was in November last forwarded by the Minister of Labour to the family at St. Vincent. A communication received by the Minister of Labour, in acknowledgment of the gratuity, mentioned that the money was used in the purchase of a wooden house and plot of land which will materially help the family.

During the present year a Workmen's Compensation Act has been passed in New Brunswick, under Section 8* of which provision is made, under certain circumstances, for the payment of compensation to a deceased workman's dependents when they live outside the province, if similar laws are in force in the province, state or country where they live.

* * *

Reconstruction plans of Canadian Manufacturers' Association

A general meeting of the Council of the Canadian Manufacturers' Association was held in Montreal on November 14. At this meeting a special report from the committee on labour and reconstruction was considered. The report followed a conference between representatives of the Association and the labour sub-committee of the Reconstruction committee of the Dominion Government. A number of suggestions were included in the report with a view to preparing a national scheme to avert the danger of unemployment with the cessation of the manufacturing of war supplies and the return of the soldiers. It was suggested that a survey of imports be taken with a view of determining what articles

*See LABOUR GAZETTE, August, 1918, p. 671.

could advantageously be manufactured in Canada so as to furnish continued activity to factories engaged in the manufacture of munitions when these activities ceased. It was also suggested that bureaus be established to collect data as to the need for labour in the various parts of the Dominion and to co-operate with the Militia Department in the problem of demobilization. It was urged that the Government should give the closest attention to industrial research and should make a grant of not less than $1,000,000 a year for this work. As a result of the recent conference at Ottawa it was stated that there would be in the near future a conference at Ottawa between representatives of the Canadian Manufacturers' Association and the executive of the Dominion Trades and Labour Council with a view of seeing what common ground could be arrived at in the work of reconstruction, for the presentation of a complete programme between employers and employees for consideration by the Government. After some discussion the report was adopted.

* * *

Reconstruction Conference in the United States

A conference to consider problems of reconstruction was recently held in Rochester, N.Y., under the auspices of the National Municipal League and the Rochester Chamber of Commerce. Among the speakers were officials of the United States Department of Labour, the Emergency Fleet Corporation, the Housing Bureau, and other Government departments, officers of various municipal and social organizations, and official representatives of France and Belgium. The following were among some of the interesting points brought out at the conference:

Mr. Thomas Adams, of Ottawa, stated that Canada would have to build 30,000 houses, England 67,000, and the United States 350,000 houses annually for some years to come to meet the unusual demand caused by the cessation of building operations during the war; and that in this respect the British Government was prepared to sink $18,000,000 without any financial return. Mr. Adams pointed to the recent epidemic as a warning that in future our housing plans should give more consideration to public health.

Lieutenant Boyer, of the French High Commission, stated that 600,000,000 days of work was necessary to reconstruct the devastated portion of France; and that France would need 1,000,000 plows and other agricultural implements, together with raw materials, which she looked to this continent to supply. Also that labour would be wanted, including engineers, to restore the railways. He stated further that England had agreed to give France 500,000 tons of shipping.

Professor Van den Ven, of the Belgian Embassy, emphasized that machinery and raw material would be required, but that Belgium had sufficient labour, that "America could help Belgium more in America than in Belgium."

Professor McBain, of Columbia University, expressed the opinion that aid to the unemployed during the transitional period would obstruct rather than aid the work of rehabilitation. He advocated the expansion of public employment bureaus with statutory support for labour unions in respect of Collective Bargaining. He suggested that an era of prosperity lay immediately before the United States.

Dr. Charles Beard, late of Columbia University, predicted "increased governmental functioning," resulting in an increase of public employees. He held that these employees should have the right to organize into unions and strike if necessary.

Richard S. Childs, of the United States Housing Bureau, stated that the Government had erected more than 30 garden villages for industrial housing purposes, with a cost of more than $50,000,000. He intimated that the houses, which were permanent structures, would

probably be sold to individual tenants or organizations of tenants at about 75 per cent of their original war time cost.

The members of the conference were practically unanimous in their approval of the United States Employment Service, and a strong resolution was passed that not only should the Employment Service be maintained, but that it should also "be encouraged to extend its sphere to include education of employers in modern principles of employment."

* * *

Temporary Industrial Reconstruction Committees recommended for the United Kingdom

The British Ministry of Reconstruction recently issued a Memorandum recommending the formation of Interim Industrial Reconstruction Committees in certain industries in which progress in the formation of Joint Standing Industrial Councils* along the lines indicated in the Whitley Report must of necessity be very slow. Until such time as these industries are sufficiently developed as to warrant the establishment of Industrial Councils, the Ministry of Reconstruction, in association with the Board of Trade and the Ministry of Labour, has undertaken to promote the formation of interim Industrial Reconstruction Committees, consisting equally of representatives of employers and trade unions. These committees, although set up at the suggestion of the Government, will be independent bodies and will themselves determine what functions they shall assume.

The Memorandum suggests the following questions for the consideration of such committees:

(a) Demobilization as it affects the industry; (b) problems of employment (*e.g.*, wages, hours, apprenticeship and training, working rules and conditions, unemployment); (c) the problem of raw materials (*e.g.*, supply, method of allocation in case of shortage); (d) the financial position of the industry; (e) the improvement of processes and methods.

The Ministry of Reconstruction will arrange to put Interim Committees in touch with Government departments and committees, and will supply them with all terms of reference of Government committees in which they are likely to be interested.

* * *

Report of Women's Committee on workmen's houses

The British Ministry of Reconstruction some time ago appointed a Women's Housing Sub-committee of the Advisory Housing Council, an account of which was given in the Labour Gazette for October, 1918, on page 785. This sub-committee was authorized to visit specimen houses erected by the Ministry of Munitions, or other selected houses, in order to make suggestions, and to advise on plans received from the Architects' Committee, with special reference to the convenience of the housewife. The sub-committee has presented its first interim report, which deals with urban housing. The members of the sub-committee regard it as essential that each house should contain as a minimum three rooms on the ground floor, living room, parlour, and scullery (or kitchen), as well as a larder, and three bedrooms above, with a separate bathroom. As regards the size of bedrooms, they agree with the report of the Advisory Committee on Rural Cottages appointed by the Board of Agriculture that "the desirable standard to keep in view is a minimum of 500 cubic feet for each adult and 250 cubic feet for each child under 10 years old." The living room should be as large as possible and should have a good aspect. There should be a regular and efficient hot water supply both for the bathroom and the scullery, but the sub-committee were not yet in a position to recommend any particular scheme. The scullery should be large enough to hold the necessary fittings and

*See Labour Gazette, September, 1918, pp. 742-4, and October, 1918, pp. 827-9.

utensils, and the floor should be made of a non-absorbent material that would be easy to clean. The floor and walls of the larder should also be made of a clean, non-absorbent material. Other features recommended are a place for the storage of coal to hold one ton, an outhouse for tools, perambulator, etc., and a garden.

* * *

Land settlement for soldiers and sailors in Australia

In a recent issue of *The Survey* an article appeared giving much information relative to the laws that have been enacted during the past two years by the Federal Parliament of Australia and the legislatures of several of the States for the purpose of assisting returned soldiers and sailors to secure land and other facilities for successful farming. These Acts have been framed with the double purpose of giving the soldier access to the land for which he has fought and at the same time providing a solid and stable contribution to the colonization of the Commonwealth. The group or "colony" system of settlement, which is being put into effect in Great Britain (see LABOUR GAZETTE, November, 1918, p. 903) is also being adopted, as far as possible, in Australia. Up to May, 1918, the Government of New South Wales had acquired 18 estates, amounting to 171,213 acres, and had placed about 500 returned men in grouped holdings. Suitable areas are provided for mixed farming, fruit growing, and dairying. In this undertaking the Commonwealth of Australia co-operates with the State in New South Wales in the following manner:

(1) The State sells the land to the soldier settler at 5 per cent interest and 1 per cent sinking fund per annum, which will pay for the liability in about 38 years, and (2) in the meantime the Commonwealth Government, in order that the settler may be enabled to live while developing the land, advances up to $2,500 for improvements, in the purchase of stock, implements, etc. This amount is repaid very gradually, beginning with an instalment of 3½ per cent for the first year. Loans will also be made to suitable applicants desiring to engage in share-farming. Soldiers desiring to purchase land privately will be provided with the services of an expert whose report will be necessary to satisfy the authorities that the loan can safely be made.

In Australia, as in Great Britain, the greatest importance is attached to the educational and advisory aid features of the scheme. Agricultural and pastoral experts are co-operating with the land settlement authorities to bring the best knowledge and experience to bear upon the selection of the estates, their planning and improvement, and everything else necessary to insure business success. In many places new railroad extensions and other public works have been carried out to make these settlements more accessible to the necessary markets. It is provided that parents and friends of absent soldiers may apply for blocks of land to put them into working order before the soldier returns. Transfers of such land are permissible only to other returned soldiers who have claims equal to those of the original holders.

Other states of the Commonwealth have passed similar measures. More than a year ago Victoria empowered the Government to issue stocks to the amount of $9,000,000 in three years from which to purchase land for soldiers and to make advances up to $2,000 to each soldier settler. The measure further includes provisions for the training of unskilled men and for loans not exceeding $600 to enable men to become share farmers or to enter into partnership with land owners. No instalment of purchase money, interest or rent is to be charged for the first three years. Queensland has reserved all public land for returned soldiers. For several years they will be permitted to occupy it rent free; for the next 12 years the rent will be 1½ per cent of the capital value as fixed by the opening notification; and after that

rents for a 15 year lease period will be fixed by rent courts. Loans for productive purposes, not exceeding $2,500, and re-payable within 40 years, will be made at the rate of 3½ per cent for the first year with increases of ½ per cent per year up to a maximum of 5 per cent. Of the three large areas in Queensland already being used for settlement purposes, one of them is being devoted to growing semi-tropical fruit, and some 40 men with their families have already been established on small holdings, another is being planted by the State nursery with apple, pear, peach, plum and other fruit trees, and the third area is being divided into dairying, and sugar cane farming.

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Labour Jottings

The need for long working hours in railroad shops having in some degree passed, the Director General of United States Railroads has ordered that as far as practicable the hours shall be reduced to nine hours per day, effective November 25, and to eight hours per day, effeceive December 9.

Early in December, an announcement was made by the British Government that it had decided to grant all railway employees an eight-hour day. It was estimated that this step would increase the yearly wages bill by £25,000,000, or about 20 per cent of the total amount that will be paid to railway employees in wages and bonuses.

In order to assist in meeting the immediate demand for 10,000 men for the lumber camps, and also to help in the work of demobilizing war workers, the Department of Labour has issued circulars to the men employed in various munition plants advising them to apply to the nearest lumber concerns for employment. At the same time the Canadian Lumbermen's Association have advised its members to get into communication with the nearest munition plant. By agreement with the Department it is understood that the prevailing wages are to be paid.

The United States War Labour Policies Board has written the mayors of the principal cities urging that delayed public works be proceeded with as far as possible during the transition period from war to peace, and that the United States Employment Service be kept informed concerning the number and kinds of workers needed for carrying out these plans.

The *Alberta Gazette* of November 15 contains regulations issued under authority of section 138 of the Alberta Mines Act. The new orders cover such points as the use of safety lamps and explosives, ventilation of mines, and the providing of wash-houses and emergency hospitals for miners. They also include detailed instructions concerning the use of electricity in mines. The general effect of the new regulations is to bring the requirements respecting the safety and comfort of mine workers in Alberta well in line with modern practice elsewhere.

Following the recent conference between officers of the Civil Service Federation of Canada and the Dominion Cabinet, an Order-in-Council was passed on November 7, providing (1) that the ministers of the several departments present to Council recommendations for the payment of a war bonus to employees in the outside service on principles previously adopted, and (2) that a bonus not to exceed $250 be paid to those civil servants in the inside service who receive salaries less than $1,800 a year, provided that the aggregate of bonus and salary shall not exceed $1,880 a year. The principle upon which the bonus was to be paid was left to a subcommittee of Council and it was decided that employees without dependents be given a bonus of $150; those with dependents receiving $250.

INDUSTRIAL CONDITIONS DURING NOVEMBER, 1918

I.—GENERAL REVIEW

The Labour Market

During November the labour market was disturbed very considerably by the signing of the armistice and the consequent cessation of munition orders. The influenza epidemic also caused some dislocation during the earlier part of the month, particularly in the case of the lumber camps and coal mines. Several hundreds of munition workers were discharged, but in most cases these were absorbed in other industries, leaving only a small number unemployed at the end of the month. Of the 25,000 men and women munition workers in Toronto, about 6,000 were discharged during the month, most of whom received other employment. The agricultural implement makers in Toronto took on 500 additional workers. Employment was good in the steel plants and in the stove and furnace factories, and machinists and toolmakers were being sought. Employment was well maintained in the steel shipyards, except at Fort William, where some hundreds of men were discharged. There was some reduction in employment in the wooden shipyards, except in the case of those on the west coast. In the food group, the flour and feed mills, abattoirs and packing houses and sugar refineries generally were very active. The aerated water plants experienced the usual seasonal dullness. Creamery workers were well employed, but confectionery workers were dull, owing to the continued restrictions on the use of sugar. Tobacco workers generally were well employed. In the textile group, employment was good throughout and there was some demand for help. Normal conditions prevailed in the clothing group. Employment was very good in the paper box, bag and novelty factories owing to the Christmas trade. In the woodworking group there was some demand for help in the furniture factories. The tanneries in most cases were in need of additional hands, as were also some of the boot and shoe factories. The rubber factories were active, and the leather goods workers were well employed. There was some reduction in the staffs of the explosives factories. The clay, glass and stone group was dull, except that there was some activity in the cement industry. In the transportation group some additional employment in the yards was created by the adoption of the eight-hour day on the Canadian Government Railways. The repair shops were all well employed and some additional hands were taken on. Train crews were busily engaged with shipments of grain and lumber and in transporting soldiers. 'Longshore work continued to increase at the winter ports and was more active elsewhere than is usual for the season. There was a fair amount of navigation on the lakes during the early part of the month. In the mining industry the demand for labour was not so pronounced as in the preceding months. In the Cobalt silver mines the supply of labour nearly equalled the demand, but in the gold area the shortage continued. The coal mines at Fredericton and Fernie were seriously affected by the influenza epidemic and in the latter district by fire also. The shortage of labour in the lumber camps was further accentuated by the epidemic, in some cases entire camps being stricken; the demand for labour, however, was not as great as in the preceding months. The sawmills were practically closed down for the

season. Employment in the building trades remained about the same as in the month of October, though an improvement in the near future was predicted. The value of building permits issued in 35 cities decreased from $2,850,428 in October to $2,387,045 in November, or 16.26 per cent. As compared with November, 1917, there was an increase of 11 per cent.

Strikes

The loss of time on account of industrial disputes during November was less than during October, but greater than in November, 1917. There were in existence at some time or other during the month 23 strikes, affecting 4,330 workpeople and involving a time loss of 36,843 working days, compared with 25 strikes, 4,801 workpeople, and 65,969 working days in October; and 18 strikes, 2,988 workpeople, and 29,445 working days in November, 1917. On November 1, there were on record 12 strikes, affecting 915 workpeople. Eleven strikes were reported as having commenced during November, as compared with eight in October; six of the strikes commencing prior to November, and six of those commencing during November were reported terminated, leaving 11 unterminated strikes, affecting approximately 1,384 workpeople, on record at the end of November.

Prices

In prices the general level was very little changed, increases and decreases tending to counteract each other, while seasonal changes were numerous. Some markets were lowered by the cessation of hostilities, but others advanced. In grain, wheat, oats and barley were little changed, but corn, rye and peas were lower, the new crops being also a factor. Fodder, however, was higher. Livestock and meats continued to decline owing to the scarcity and high price of feed. Dairy produce, fish, fruit and vegetables fluctuated owing to the season. Textiles showed some increases, and while beefhides were up, calfskins were down. There were some changes in metals, particularly decreases in tin and quicksilver. Anthracite coal was higher. New Brunswick lumber was up, but British Columbia lumber was lower. Naval stores raised the average for the paint, oil and glass group. In retail food prices, meats continued slightly lower and potatoes declined considerably, but dairy products advanced appreciably, and there were slight advances in several other lines. The index number of wholesale prices stood at 290.9 for November, as compared with 289.6 for October, 247.3 for November, 1917, and 135.8 for November, 1913. In retail prices the food budget averaged $13.49 at the middle of November, as compared with $13.54 for October, $12.10 for November, 1917, and $7.96 for November, 1914.

II.—THE INDUSTRIES AND TRADES

Metals, machinery, conveyances

The output for the Dominion Steel Company at Sydney was practically the same during November as for the previous month, being in tons as follows: pig iron, 26,000; rails, 12,000; rods, 3,200; billets and bars, 5,000; wire products, 600, as compared with 24,000 tons of pig iron, 13,500 tons of rails, and 4,300 tons of bars and wire products. Four blast furnaces and 518 coke ovens were in operation. The output of the Sydney Mines plant was 9,600 tons of steel and 7,500 tons of pig iron, as compared with 14,200 tons of steel and 9,500 tons of iron in the preceding month. One blast furnace and 18 coke ovens were in operation. Halifax reported that employment was good in

the rolling mills and shipyards, ship carpenters, bench carpenters and ironworkers being particularly in demand. At the stove and furnace foundries, considerable overtime was worked. A scarcity of metal workers was reported. Westville reported that steelworking plants were fairly well employed in completing Government orders. At Amherst the Canada Car and Foundry Company reported a shortage in car builders and blacksmiths. St. John reported employment good in the rolling mills and some scarcity of help in the shipyards. Tin and sheet metal workers were well employed. Employment was very steady in the Government railway shops at Moncton. The foundries and machine shops at Fredericton were very busy. Quebec reported that employment was very good in the shipbuilding and repairing yards and in the stove and furnace foundries. Sherbrooke reported that of the 2,000 men discharged by the munition companies a considerable number were still out of employment at the end of the month. At Three Rivers one of the steel foundries closed down, but the other continued to be well employed. Employment was good at the shipyards. St. Johns and Iberville reported considerable unemployment in the iron and electrical trades. Sorel reported that some men had been discharged from the munition factories and the Government shipyards, but that most of them had obtained other employment, many being employed by the city of Sorel on repair work. In other branches of this group employment was good. Toronto reported that of the 25,000 men and women employed in munition plants about 6,000 had been laid off, but that most of these had been absorbed in other lines of industry. Structural steel manufacturers reported an improved supply of raw material. Engine and boiler plants were busy. The shipbuilding industry was very active and took on additional hands. Automobile, bicycle and motor engine factories were in steady operation. The Massey-Harris Company took on 500 additional workers and needed more moulders. Hamilton reported the metal trades very active, with a demand for labour, and employment good in the boatbuilding and repairing yard. Niagara Falls reported a continued demand for labour. St. Catharines reported that electrical workers were busy and that boilermakers were in demand. Brockville reported employment rather quiet in this group. At Kingston the locomotive company was very well employed and the shipyards were busy on new boats and repair work. Some overtime was worked in the rolling mills at Belleville. At Peterborough the iron foundries and machine shops were well employed. The electrical workers were busy and manufacturers of hydraulic and sawmill machinery were very active. Galt reported activity throughout the metal group and Brantford reported a shortage of skilled and unskilled labour. At Kitchener there was a shortage of tinsmiths and machinists. Guelph reported that the munitions companies had discharged about 600 men, but that most of these had been absorbed in other industries. A fire at the agricultural implement plant of the T. E. Bissell Company, of Elora, threw 165 men out of employment. Stratford reported a demand for blacksmiths and machinists. At London there was a demand for help in the agricultural implement and sheet metal companies. The munition plants at Chatham laid off 300 hands, many of whom secured other work. Employment was quiet in the automobile works. The Canadian Bridge Company at Windsor discharged a number of munition workers. Employment was very good at the Ford and Maxwell Company in the manufacture of tractors and autos. Employment was good in the stove and furnace foundry. The foundries and machine shops at Owen Sound were engaged almost entirely in the production of marine machinery and had plenty of work on hand for some time to come. The stove foundry at Orillia reported a continued demand for moulders. The Tudhope Carriage Company engaged about 25 men who had been

thrown out of employment due to the burning of the Canada Carriage Company's factory at Brockville. The Algoma Steel Company at Sault Ste. Marie, having secured large steel rail contracts, expected to have plenty of employment in the near future. There was a slight demand for moulders and machinists. Fort William reported that the shipyards discharged several hundred men during the month, most of whom received employment elsewhere. The shipyards at Port Arthur continued to employ all their hands. Winnipeg reported that employment in the metal trades was well maintained. Employment was good in the agricultural implement factories at Brandon, but quiet in Regina. Medicine Hat reported the rolling mills working day and night. Calgary reported the various iron works fully employed, but the farm implement firms rather quiet. Vancouver reported that steel shipyards were very active and that there was a slight shortage of boilermakers. The wooden shipyards laid off some men near the end of the month. Employment was good on automobile parts and repair work. New Westminster reported employment conditions normal in the shipyards, but that all machine shops continued to operate to full capacity with a steady demand for men. Victoria reported that the assembling plant of the Imperial Munition Board continued to employ several hundred skilled mechanics. It was anticipated that in the near future there would be employment in the steel shipyards for a large additional number of men. About 1,000 men were employed in the wooden ship yards, and it was expected that when sufficient timber became available this number would be materially increased.

Foods, liquors and tobacco

Sydney reported the abattoirs and meat packing houses active. Employment was quiet at the Arcadia Sugar Refinery Company at Dartmouth awaiting the arrival of the new crop. Bakers were busy, but confectionery workers continued to be quiet. Flour and feed mills at Westville were well employed. Charlottetown reported butchers, bakers and tobacco workers busy. St. John reported the flour and feed mills and sugar refinery steadily employed. The creameries and dairies were very busy owing to the epidemic. Aerated water and soft drink establishments were exceedingly busy. Flour mills at Moncton were well employed. All cheese factories closed operations for the season, but a few butter plants continued running to a limited extent. At Fredericton the flour mills and the meat packing houses had a busy month. At Montreal the flour mills gave considerable employment to male and female hands, but the sugar refineries were dull owing to the scarcity of raw sugar. Quebec reported that ordinary conditions prevailed in the food group, except that confectionery and brewery workers were dull. Sherbrooke reported that the abattoirs and meat packing houses continued to be busy and cigarmakers were fairly well employed. At St. Hyacinthe the flour and feed mills worked full time. Employment was dull in the soft drink plants, but cigar and tobacco workers were active. Toronto reported that the flour and feed plants, abattoirs and meat packing houses were busy, and that bakers and confectioners were better employed owing to the modifications in food restrictions. Fruit and vegetable canners and cigarmakers had plenty of employment, but soft drink workers were quiet. St. Catharines reported that the flour mills were well employed. The flour and feed mills at Belleville were exceptionally busy handling grain for feed. Peterborough reported the creamery, condensed milk and cheese factories very busy. At Galt the bakers and confectionery workers were very well employed. At Brantford employment was good in the food group generally, and cigar workers were well employed. Kitchener reported the sugar company running day and night. The flour mills were active and the wholesale sausage

and meat packing houses very busy, with a demand for butchers and meat cutters. Help was also wanted in biscuit and candy factories. Tobacco and brewery workers were very well employed. The flour and feed mills at Guelph were active, but the breweries were quiet. Employment was very good in the abattoirs and meat packing house at Stratford. London reported that some overtime was worked in the biscuit factories. Chatham reported that the sugar refinery was running night and day, that the flour mills were quiet, and that the abattoirs and packing company were practically idle. Windsor reported that the Canadian Cereal Company was again running with a full staff. All bakeries reported an improvement in business. The majority of the canning factories closed down for the season. Cigar workers were in demand. Winnipeg reported a steady demand for experienced help in the confectionery establishments. Flour and feed mills at Brandon were busy, but those at Regina were closed down owing to financial difficulties. The abattoir at Regina ran full time. Employment was quiet in the aerated water plants. Prince Albert reported the flour mills busy and the abattoirs working to capacity. Medicine Hat reported the flour mills running day and night, including Sundays. The flour mills, abattoirs and meat packing houses at Calgary were all fully employed, but the cigar factories, breweries and soft drink establishments were dull. The dairies at Fernie were very active and reported a considerable increase in the demand for their products. Employment was very dull in the breweries. The milling companies and sugar refinery and packing plants at Vancouver were active, but fruit and vegetable canning operations were practically concluded for the year. New Westminster reported the meat packing plant working full time and the canning factory and evaporating plant working to capacity. Cigar factories were rather dull, but employment was normal in the brewery and distillery.

Textiles, cordage and carpets

Truro reported that the woollen mills were running to capacity. St. John reported that both cotton mills continued to be active. At Moncton the Humphrey woollen mill and the Atlantic underwear factory continued to be well employed. Montreal reported that the cotton mills were increasing their staffs and that employment was good in the woollen mills. Quebec reported that the cotton mills were very busy, and that the flag and sailmaking companies were well employed. The cotton and woollen mills at Sherbrooke were active, while at St. Hyacinthe the knitting mills and blanket and felt factories worked some overtime. The Wabasso Cotton Company at Three Rivers had work for a large number of additional hands. Toronto reported employment very good in the woollen and knitting factories. Hamilton reported activity in this group. Brockville reported that tent, awning and sail makers were dull. The Dominion Textile Company at Kingston worked some overtime, and the woollen hosiery mills were well employed. Peterborough reported textile workers very active. Galt reported that operators were in demand in the woollen and silk mills. Brantford reported a shortage of both male and female help in the woollen mills. The Brantford Cordage Company was well employed. The Dominion Twine Factory at Kitchener was in need of hands. The carpet and rug manufacturers at Guelph were active. At Stratford the woollen hosiery and knitted goods factories were active. The hosiery companies at London were very active. Winnipeg reported that owing to the increased supply of raw materials the knitting company was able to increase its staff. The Great West Garment Company at Edmonton increased their staff. Vancouver reported that the knitting factories and the tent and sail makers were well employed.

Clothing and laundering

Halifax reported that the demand for winter suits and overcoats resulted in steady employment in the ready-to-wear clothing factories. The usual activity in the steam laundries, dyeing and cleaning establishments was also reported. The cap factory at Truro ran with a reduced staff. St. John reported activity in the ready-made clothing group, while the steam laundries were busy. Employment conditions were very good in the tailoring business in Moncton. Fredericton reported that clothing establishments were advertising for help, while laundries and dye works were busy. Montreal reported normal conditions in this group. Quebec reported the ready-made clothing firms were quiet, but that glove and fur goods manufacturers were very busy. Sherbrooke reported ready-made clothing and steam laundries very busy. St. Johns reported that female labour was well employed in the Cluett-Peabody and Belding Paul Corticelli firms. Toronto reported that the ready-made clothing trades were rather slack, but shirt, overall, cap and glove factories were well employed. Whitewear firms were active and laundries fairly busy. There was a greater supply of labour available. Hamilton reported a demand for labour in this group. The Deacon Shirt factory at Belleville had a very active month. Galt reported a shortage of help in the hat factory, with activity in the dyeing and cleaning establishments. Kitchener reported that the shirt and collar factory was advertising for both skilled and unskilled hands. The glove factories were working overtime. More labour was required in the whitewear company. The whitewear factory at Guelph was short of workers. The button factories at Windsor were very busy. Orillia reported the ready-made clothing factories rather quiet. Winnipeg reported that the whitewear manufacturers had increased their staffs, that the glove manufacturers were short of experienced help, and that the furriers were working full time. Cleaning establishments were rather quiet. Regina reported a demand for help in the steam laundries and dyeing and cleaning works. Vancouver reported fair activity in the ready-made clothing groups, but that laundries were not running to full capacity owing to the strike. New Westminster reported that the steam laundry was exceptionally busy owing to the strike at Vancouver. The shirt and overall factories at Victoria were working with full staffs.

Pulp, paper and fibre

St. John reported that the pulp mill was running steadily. Montreal reported some activity in the paper mills. St. Catharines reported that the pulp and paper mills and beaver board companies were busy. Sault Ste. Marie reported the pulp and paper mills and chemical plants were running to capacity, with an increased amount of labour available. Vancouver reported that the pulp and paper mills of the province were all busy, but that a large number of sick men at Powell River mills had hindered production. Victoria reported that the pulp and paper industry was very well employed.

Printing, publishing and paper goods

Halifax reported a continued shortage of compositors and pressmen, with resulting overtime. St. John reported activity in the newspaper and job printing offices and fair activity in the binderies. Much overtime was worked in the paper box factories. Moncton reported that all newspaper and job printing offices were very active. At Fredericton the bookbinders were also active. Quebec reported dulness in the printing trades, but activity in the paper box and bag firms. Sherbrooke and St. Hyacinthe reported activity. Toronto reported the printers and bookbinders had a busy month, and that the paper box and bag companies were advertising for help. Niagara Falls reported printing companies and other paper-using concerns busy. Peterbor-

ough and Brantford reported the newspaper and job printing offices all busy. At Kitchener there was some demand for printers, while the paper box factories were very busy. The lithograph firms at London were exceptionally busy on Christmas novelties, while the paper box companies were in need of female help. Chatham reported a shortage of skilled operators. At Windsor the paper box manufacturers were all busy, but the binderies were very dull. Winnipeg reported that employment in the printing business was well maintained and that there was some demand for help in the bookbinderies. The paper box manufacturers were busy and in need of experienced help. Regina reported that the publishing companies and binderies were reducing their staffs. Medicine Hat reported the job printing houses and binderies quiet. At Calgary job printing houses were fully employed. Vancouver reported the newspaper printers active and the paper box manufacturers more active than during the previous month. New Westminster reported normal conditions in the job printing offices.

Woodworking and furniture

Sydney reported the sash, door and planing mills active. The woodworking plants and piano factories at Amherst reported a shortage of bench hands. Charlottetown reported a busy month for woodworkers. St. John reported the sash, door and planing mills running steadily, while the wooden box factory and brush and broom factories were well employed. The planing mills at Moncton and Fredericton were actively employed. Montreal reported increasing employment in the manufacture of wooden toys. Quebec reported the sash, door and planing mills and box factories active, while the broom factories were busy. Sherbrooke reported the sash and door and chair factories quiet. The sash, door and planing mills at Three Rivers had a very busy month. The toy factory was also active. Toronto reported that the planing mills were active, with a shortage of labour in the furniture factories. The planing mills at Niagara Falls were busy. St. Catharines reported the woodworking group active. Kingston reported activity in the sash, door and planing mills and the broom factories, and fair activity in the piano factory. Belleville reported that the furniture and chair manufacturers were handicapped by the shortage of skilled labour. Brantford and Kitchener reported sash and door manufacturers had a busy month. The piano and sewing machine factories at Guelph were very active. Woodstock reported a demand for a few machine hands and finishers in the furniture factories. London reported that the barrel company was exceptionally busy, with many orders ahead. The box factories at Chatham were quiet at the end of the month owing to the closing of munition works. Windsor reported dulness in this group. Orillia reported that the furniture factory took on additional hands, but that the planing mills were dull. At Winnipeg there was a pronounced demand for casket makers. Brandon and Regina reported the sash, door and planing mills running full time with full staffs. At Medicine Hat the planing mills were rather quiet, and at Fernie they were very dull. Vancouver reported that the sash, door and planing mills and casket manufacturers had a busy month, and that toy manufacturers were well employed. The box factories at New Westminster were working to full capacity, but at Victoria they were rather slack.

Clay, glass and stone

St. John reported employment fair among cut stone and granite workers. Quebec and Sherbrooke reported employment dull in cut stone and granite work, also in tile and sewer pipe making. The brick yards at Toronto were in most cases closed, owing to labour shortage and the difficulty of obtaining fuel; those in operation, however, had plenty of orders on hand. Employment was good in the

glass plants. There was some shortage of stonecutters at Brockville. Belleville reported that the Canada Cement mill in the vicinity was exceptionally busy, with a prospect of employing more labour in the near future. Brantford reported that the brick makers had a good month. Kitchener, London and Windsor reported dulness in this group. Regina also reported dulness. Medicine Hat reported that the stoneware industry was active.

Leather, boots, shoes and rubber

St. John reported the tannery busy, with a shortage of help. Fredericton reported that the shoe factory and larrigan works had a fairly active month, that the tanneries were busy and the harness makers well employed. The boot and shoe factories at Montreal were affected by the influenza epidemic. Quebec reported that the tanneries were busy and that the boot and shoe factories had orders for months ahead, with some shortage of labour. Trunk, bag and harness makers had an active month. St. Hyacinthe reported a shortage of labour. Toronto reported that the boot and shoe industry gave steady employment and that the rubber factories were working to capacity, and taking on extra help. The tanneries at Kingston were working overtime. The leather workers at Peterborough were well employed. The tanneries at Kitchener were in need of additional hands. The Dominion Tire Company had jobs for all the labour available. The rubber companies were very well employed. The rubber tire and rubber goods factories at Guelph were active, with large orders ahead. Woodstock reported the tannery and harness repairers very active. London reported that the tannery was rushed with orders, but affected by the shortage of hides. The shoe companies were exceptionally busy and the harness and leather goods makers had many orders ahead. Windsor reported conditions only fair in this group. Winnipeg reported that employment in this group was well maintained. The trunk, bag, harness and horse goods workers at Calgary were fully employed. At Vancouver the boot and shoe workers were fully occupied. The tannery at New Westminster operated with a normal staff.

Paints, oils, chemicals, explosives

Montreal reported that the paint manufacturers were fairly busy on orders for the coming season. Three Rivers reported that the paint mills were well employed, but that the ammunition factories were active only during the first part of the month. The manufacturers of acids, drugs and medicines in Toronto were busy. Niagara Falls reported that the electro-chemical plants needed men and that those producing abrasives were especially busy. The Galt soap factory had an active month. The Scarfe Varnish Company at Brantford was well employed. The oil and grease companies at Kitchener reported business good. The paint and varnish companies at London were rather quiet. The Canadian Salt Company was well employed as usual. The Seeley and the Park-Davis Company were busy on Christmas orders. The oil works at Regina ran full time with a complete staff. Medicine Hat reported active conditions at the linseed oil mills. Vancouver reported the oil refinery and the soap works busy. Victoria reported that the explosives factory on James Island commenced reducing its force, which during the past three years numbered several hundred persons.

Railways, shipping and 'longshore work

The earnings of the Canadian Pacific Railway during October were $15,682,780, as compared with $14,733,774 for the same month in 1917. Halifax reported that all transportation employees were actively engaged, and that 'longshore work continued to increase.

Truro reported that the yardmen of the Canadian Government Railway were working eight-hour shifts, which necessitated an increased number of men. Trainmen were exceptionally busy in connection with the transportation of returned men from the front. Charlottetown reported transportation employees very busy running extra trains for the shipment of potatoes and oats from the Island. St. John reported that the railways were busy transporting freight for the winter port business. Fredericton reported that railway employees were steadily engaged, while liveries and garages had a good month. Montreal reported greater activity in 'longshore work than usual for the season of the year. Quebec reported the railway repair shops busy and the steam railways exceptionally busy, but the street railways quiet. 'Longshore men were active during the greater part of the month. Three Rivers reported that the water transportation companies were very active until the end of the month. Toronto reported that the railways had a busy month and were increasing their working forces. Additional men were taken on at the repair shops. The street railway also engaged additional help. Employment in navigation fell off considerably. Hamilton reported a demand for 'longshore men. Brockville reported that the Grand Trunk Railway was finding it difficult to get sufficient firemen. 'Longshore work was practically closed for the season. Railway repair shops at Kingston were actively employed. 'Longshore work fell off considerably. Kitchener reported the freight department of the steam railway was very busy, due to the large amount of sugar beets coming in. All the street railway lines reported a good month. Liveries and garages reported a slight falling off. London reported the Grand Trunk Railway car repair shops exceptionally busy. The London and Lake Erie railway and transportation company ceased operations and sold their equipment at scrap prices. St. Thomas reported heavy railway traffic during the month. All railway employees dismissed from active service during the month were reinstated in their former positions. The liveries and garages at Windsor reported business good. The railway at Owen Sound reported large shipments of heavy marine machinery. Winnipeg reported that the railway shops were well employed with a steady demand for experienced help. Regina reported that the steam railways were very busy during the early part of the month, but approached normal conditions later. The railway repair shops were well employed. Moosejaw reported that a considerable amount of wheat had been moved to the lakes and that there had also been heavy shipments of [illegible]. Owing to the influenza epidemic the street railway discontinued 70 cars. The Canadian Pacific Railway at Medicine Hat reported a considerable increase in business. The railway shops at Calgary were fully employed. Fernie reported that transportation was seriously affected by the falling off in the lumbering and mining industries, due partly to the epidemic. Vancouver reported the railway shops and street electric railways, transfers and garages well employed, with fair employment also in 'longshore work. The railway repair shops at New Westminster were all very busy, and street railway men were very actively engaged

since the opening up of theatres and meeting places.

Mining and quarrying

Quebec reported that stone quarrying was practically completed for the season. Sherbrooke reported a demand for labour in the copper, asbestos and chrome iron mines. Cobalt reported that the silver mines operated at close to full capacity with a shortage of labour of not more than 5 per cent. It was anticipated that this deficiency would be made up in the near future. During the month of November a total of 51 cars containing approximately 3,782,437 pounds of ore were shipped, as compared with 59 cars containing approximately 4,416,487 pounds of ore in October. Bullion shipments amounted to 802,261 fine ounces of silver, as compared with 1,042,944 ounces in October. With silver remaining above $1.00 an ounce the bonus of $1.25 daily continued to be paid to the mines workers. In the Porcupine gold camp a slight improvement in the number of workmen available was reported, but not sufficient to cause any of the closed down mines to resume work. The Hollinger Consolidated continued to operate. The gold output from Porcupine and Kirkland Lake showed a slight increase over the corresponding period of last year. Sault Ste. Marie reported that operations at the Helen and Magpie Mines had been stopped on account of the epidemic. Towards the end of the month, however, the Magpie Mine resumed operations with a diminished force, but it was anticipated that the Helen Mine would remain closed until the spring.

Sydney reported the output of the Dominion Coal Company as 245,000 tons of coal and 45,000 tons of coke with 518 ovens in operation as compared with 275,000 tons of coal and 45,000 tons of coke with 544 ovens in October. The output of the Sydney Mines was 34,600 tons of coal and 8,000 tons of coke with 180 ovens in operation as compared with 44,000 tons of coal and 9,900 tons of coke with 175 ovens in operation. Westville reported that the coal mines of that district worked full time and that 43,000 tons of coal were raised during the month. Fredericton reported that employment at the Minto Coal Mines was considerably affected by influenza. Calgary reported that the coal mines of the district were working to full capacity with a surplus of labour. Fernie reported that the influenza epidemic so seriously affected operations that the mines of the district were obliged to intermittently suspend and in many cases mines closed altogether. Following the subsiding of the epidemic a fire was discovered in No. 1 South Mine, Coal Creek which resulted in the total suspension of production at that point. The work of extinguishing this fire was in progress at the end of the month and it was hoped that the mine would shortly be restored to a productive basis. The manufacture of coke was not seriously affected and regular shipments were made during the month.

Building and construction

Halifax reported that all the labour available was being used on both outside and inside building work and that much overtime was being worked. Truro reported that carpenters were fairly well employed, but that painters were very dull. Building labourers at Charlottetown had a busy month, but painters were quiet. Moncton reported a good demand for carpenters, masons and builders' helpers. Quebec reported very little employment offering in the building trades. Three Rivers reported fair activity. Toronto reported that the building trades showed increased activity with prospects of great expansion in the immediate future. Building trades at Hamilton were all well employed, there being a special demand for carpenters. Niagara Falls reported activity in the construction of dwellings with much employment on the Hydro works. Peter-

borough reported a decline in employment in the building trades. There was fair activity at Galt and Brantford. Kitchener reported that bricklayers were well employed, and that there was a demand for skilled carpenters. Windsor reported a fair amount of employment on small dwellings. At Winnipeg there was sufficient work to take care of the available labour. Brandon reported a good demand for bricklayers and carpenters, and for outside workers and unskilled labour generally, in connection with extensions to industrial plants. Regina reported that plasterers and painters were well employed. At Prince Albert practically all branches of the building trades were busy. Calgary reported that there was practically no demand for building mechanics. Edmonton reported a fair demand for carpenters in several of the small towns in the farming district. Vancouver and New Westminster reported that practically no work was being done.

The value of building permits issued in 35 cities decreased from $2,850,428 in October to $2,387.045 in November, or 16.26 per cent. As compared with November, 1917, there was an increase of 11 per cent.

Lumbering

The saw mills at Westville reported a very dull month, and similar conditions prevailed at Charlottetown. The sawmills at St. John and Fredericton were still operating, but expected to close shortly. Quebec reported a serious shortage of men for the lumber camps. Sherbrooke reported that the lumber camps were all busy, but that some of the sawmills had closed down for the winter. The sawmills at Sorel employed between 250 and 300 men. Peterborough reported that the lumber camps were advertising for men, but that the sawmills had shut down. Owen Sound reported activity in the lumber camps and saw mills, but that the tie mill was idle. Lumber operations at Sault Ste. Marie were being carried on in a limited manner as compared with previous years. Port Arthur reported that bush work was now well under way, with a shortage of labour. Prince Albert reported that the lumber companies had somewhat curtailed their proposed work for the winter owing to the restrictions on the shipping of lumber, but that men were still needed at various points. Calgary reported a continued demand for men for the lumber camps. Fernie reported that the lumber industry had been very seriously affected by the influenza epidemic and to a slight extent by the lumber market taking a noticeable decline consequent upon the signing of the armistice. In some cases entire camps were striken by influenza, there being as many as 50 men ill at the same time. Planing mills were also affected, but not to the same extent. Vancouver and New Westminster reported a falling off in the amount of employment in the saw and shingle mills. Victoria reported that the lumbering and logging industries continued fairly brisk notwithstanding that all contracts for the production of fir for aeroplane purposes had been cancelled. The shingle mill industry was quiet, due mainly to the fact that it was impossible to obtain cars to ship to Eastern markets.

Fishing

Port Arthur reported that from the middle of the month, a few days before herring fishing commenced, a fleet of 15 tugs had been very busy at Thunder Bay. Wages ranging from $5.00 to $7.00 per day were being paid to fishermen and a large number of men were engaged in this work. Prince Albert reported that preparations were being made to give lake fishing a decided impetus this winter.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING NOVEMBER, 1918

DURING the month of November the Department received reports from three Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) the Algoma Steel Corporation and Algoma Construction Engineering Company, of Sault Ste. Marie, Ont., and their enginemen, firemen, conductors, brakemen, electrical and steel workers; (2) various elevator operators at Port Arthur and Fort William and certain of their employees; and (3) the Polsons Shipbuilding Company, Toronto Shipbuilding Company, and Dominion Shipbuilding Company, of Toronto, and their ship carpenters, caulkers, joiners and woodworking machinists.

Sixteen applications were received for the establishment of Boards; two other Boards, established during the previous month, were completed by the appointment of chairmen, and the dispute between the Canadian Northern Railway Company and its clerks, station employees, etc., was referred to the Labour Appeal Board.

Applications received

An application was received from the employees of the Toronto Railway Company, being members of the Toronto Railway Employees' Union, for a Board to deal with a dispute concerning wages. A Board was established as follows: His Honour Judge J. A. Barron, Stratford, Ont., chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. the Honourable F. H. Phippen, K.C., and H. A. Harper, Toronto, nominees of the company and employees respectively.

An application was received from the employees of the Niagara, St. Catharines and Toronto Railway Company, being members of St. Catharines Local Union No. 846, Amalgamated Association of Street and Electric Railway Employees of America, for a Board to deal with a dispute concerning wages and union recognition. A Board was established as follows: His Honour Judge L. B. C. Livingstone, Welland, appointed on the joint recommendation of the other two Board members, Messrs. Albert Eastman, Kingsville, Ont., and Jas. F. Marsh, Niagara Falls, Ont., nominees of the company and employees respectively.

An application was received from the employees of various Toronto firms, being pattern makers engaged in war work, for a Board to deal with a dispute concerning increased wages. A Board was established as follows: His Honour Judge Emerson B. Coatsworth, Toronto, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. James G. Merrick and Fred. Bancroft, nominees of the companies and employees respectively. The employers were members of the Employers' Association of Toronto, and Mr. Merrick, the secretary of that body, was authorized to speak for the employers concerned.

An application was received from about 20 former employees of the Polson Shipyards Company, being marine painters, for a Board to deal with a dispute concerning the use of a spraying machine which had been installed by the company. It was not clear that the dispute fell within the scope of the Industrial Disputes Investigation Act, but it was proposed to have the dispute referred by mutual consent to a Board dealing with a dispute in a kindred trade and in which the Polson Company

was concerned. Mutual consent was not, however, secured. Some of the men had refused to work unless the machine to which they objected on the ground of health was removed, and the firm had dismissed the remainder.

An application was received from the employees of the Steel Corporation of Canada, Gananoque, Ont., members of the Amalgamated Association of Iron, Steel and Tin Workers of North America, for a Board to deal with a dispute concerning wages. This industry did not fall within the scope of the Industrial Disputes Investigation Act, and a Board was established by the mutual consent of the disputants, as follows: Dr. E. L. Atkinson, Gananoque, and Mr. Fred. Bancroft, Toronto, nominees of the company and employees respectively. The chairman had not been named at the close of the month.

An application was received from the employees of the Winnipeg Joint Terminals, being station baggagemen, clerks, janitors, members of Canadian Brotherhood of Railway Employees, for a Board to deal with a dispute concerning the reinstatement of a dismissed employee. Advice was later received in the Department that the matter in dispute had been amicably adjusted between the disputants, and Board procedure, therefore, was rendered unnecessary.

An application was received from the employees of the Furniture Manufacturers' Association of Stratford, Ont., members of the United Brotherhood of Carpenters and Joiners, Local Union No. 1990, and Painters and Decorators, Local Union No. 772, for a Board to deal with a dispute concerning wages and hours. This industry did not fall within the scope of the Industrial Disputes Investigation Act, and a Board could, therefore, be established only by the mutual consent of the disputants. A departmental officer visited Stratford and the mutual consent of the parties to procedure under the Act was secured, a Board being established shortly after the close of the month.

An application was received from the employees of various shipping companies of St. John, N.B., being coal handlers, members of Local No. 810, International Longshoremen's Association, for a Board to deal with a dispute concerning wages. A Board was established as follows: Messrs. F. E. Sayer and Frank Freestone, St. John, N.B., nominees of the company and employees respectively. The employees ceased work, however, at this point, and Board procedure was suspended. The strike began shortly before the close of the month.

An application was received from the employees of the Montreal Transportation Company, Kingston, Ont., being ship carpenters and caulkers, for a Board to deal with a dispute concerning wages. A Board had not been established at the close of the month, pending direct negotiations between the parties concerned looking to the adjustment of the dispute.

An application was received from the employees of the Eastern Car Company, Limited, (Erection Department), Trenton, N.S., being rivetters engaged on a Government order, for a Board to deal with a dispute concerning wages. Prior to the application the employees had gone on strike, but were induced to return to work and apply for a Board of Conciliation. A Board was established as follows: His Honour Judge Coatsworth, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, the Rev. Dr. John Forrest and Mr. C. C. Dane, Halifax, nominees of the company and employees respectively. In the meantime direct negotiations between the disputants had resulted in an amicable settlement of matters in dispute, and procedure before a Board was unnecessary.

An application was received from the employees of the Grand River and Lake Erie and Northern Railways, Preston, Ont., being members of Division No. 833, Amalgamated Association of Street and Electric Railway Employees of

America, for a Board to deal with a dispute concerning wages and alleged discrimination against union members. The application was under consideration at the close of the month.

An application was received from the employees of the corporation of the city of Montreal, being firemen, members of the City Fire Fighters' Union, No. 125, International Association of Fire Fighters, for a Board to deal with a dispute concerning wages and working conditions. This being a municipal corporation a Board could be established only by the joint consent of the disputants. The Administrative Commission of the city of Montreal withheld consent on the ground that a budget covering increased wages was in the course of preparation, intimating, however, that consent to a Board might be given later when the budget was finished, and if the dispute then continued.

An application was received from the employees of the corporation of the city of Montreal, being teamsters, chauffeurs, stablemen and helpers, sanitary drivers and helpers, members of Local No. 409, International Brotherhood of Teamsters, Chauffeurs. Stablemen and Helpers, Sanitary Drivers and Helpers, for a Board to deal with a dispute concerning wages and working conditions. In this case the situation was identical with that in the last preceding case, and the same result followed as to procedure.

An application was received from the employees of the corporation of the city of Montreal, being members of the Federal Union of Police, No. 62, for a Board to deal with a dispute concerning union recognition. In this case the situation was identical with that in each of the two last preceding cases, and the same result followed as to procedure.

An application was received from the employees of the city of Winnipeg, being policemen and members of City Policemen's Federal Union, No. 40, for a Board to deal with a dispute concerning wages and union recognition. This being a municipal corporation, a Board, as in the preceding Montreal cases, could be established only by joint consent of the disputants. The Board of Police Commissioners refused its consent.

An application was received from the employees of the corporation of the city of Quebec, being firemen, members of the International Union of Fire Department, for a Board to deal with a dispute concerning wages. This case was similar to those of Montreal and Winnipeg. The consent of the corporation had not been granted at the close of the month.

Other Proceedings under Act

During November His Honour Judge Dromgole, of Sandwich, Ont., was appointed chairman of the Board established to deal with the dispute between the H. Mueller Manufacturing Company, Sarnia, Ont., and certain of its employees, members of Imperial City Lodge, No. 792, International Association of Machinists. The appointment was made by the Minister in the absence of a joint recommendation from the other two Board members.

During November the Honourable Mr. Justice Fortin, Montreal, was appointed chairman of the Board established to deal with the dispute between the Administrative Commission of the city of Montreal and certain of its employees, being engineers, firemen and oilers engaged in the Waterworks Department. The appointment was made by the Minister in the absence of a joint recommendation from the other two Board members.

During November, at the request of the employees, the findings of the Board appointed to deal with the dispute between the Canadian Northern Railway Company and its clerks, station employees, etc., was referred to the Labour Appeal Board.

Report of Board in Dispute between the Algoma Steel Corporation and Algoma Construction Engineering Company and their Employees.

A REPORT was received from the Board established to deal with the dispute concerning wages and union recognition between the Algoma Steel Corporation and Algoma Construction Engineering Company, Sault Ste. Marie, and certain of their employees, being enginemen, firemen, conductors, brakemen, electrical and steel workers. The Board was composed as follows: His Honour Judge F. R. Powell, Parry Sound, Ont., chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. H. H. Dewart, K.C., and Fred. Bancroft, Toronto, nominees of the company and employees respectively. The dispute was dealt with by the Board under three heads, and recommendations were made in each case as to the settlement of the dispute. The findings were signed by all three members, although Mr. Bancroft presented a minority report concerning that portion relating to union recognition.

Report of Board
(Steel Workers)

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Algoma Steel Corporation and Algoma Construction and Engineering Company, employers, and their employees, being steel workers and members of Algoma Lodge, No. 5, Amalgamated Association of Iron, Steel and Tin Workers of North America, employees.

To the Honourable
the Minister of Labour, Ottawa.

A Board of Conciliation and Investigation was constituted in this matter, consisting of His Honour Judge F. R. Powell, chairman, appointed by the Minister of Labour; Mr. Fred. Bancroft, representative of the said employees, and Mr. Hartley Dewart, K.C., representing the said employers.

Before the Board had entered upon its duties, two other matters relating to the same corporations were referred to the chairman of the Board, one being at the instance of the International Brotherhood of Electrical Workers, Lodge No 726, Sault Ste. Marie, Ont., and the other being at the instance of the engineers, firemen, brakemen and conductors, employees of the said Algoma Steel Corporation, as to each of which applications it was subsequently agreed that the Board as constituted should deal with the matter of their complaints. As these in some respects differed from the original application, they are made the subjects of separate reports.

The case as submitted included the question of "recognition," the further question of increased pay for overtime and Sundays and holidays, also the question of adjustment of wages, demand being made that all employees of the corporations in question who were being paid 39 cents per hour and under should be advanced 12 cents per hour, and that all employees who were being paid over 39 cents per hour should be advanced 10 cents per hour.

Your Board opened its sittings at Sault Ste. Marie on August 13, sitting continuously on August 14, 16, 17, 18, and 19. At the opening of the sittings a number of amplified grounds of complaint relating to many details and particulars in various departments of the plant was presented. Its consideration was reserved and the document was filed as Exhibit 4 before the conclusion of the week's session to allow the company to make such reply as it desired and an adjournment was made, with the consent of all parties, until October 8.

The Board resumed its sittings at the Sault upon October 8, which were continued upon October 9, 10, 11, 12, 14, 15, and 16, including many night sessions and three sessions on Thanksgiving Day. During the latter part of this period the sessions of the Board were held as far as possible privately, owing to the prevalence of the influenza epidemic and with a desire to comply with the regulations of the medical health officers. Owing to that fact and with a view of shortening the proceedings by giving to the company time to submit its case in writing, a further adjournment was made.

The sittings of the Board were resumed at the Sault on Tuesday, October 29, when the Board again sat continuously, including evening sessions, on October 29, 30, and 31, and upon November 1 and 2, when an agreement was made with reference to the question of wages, and the Board adjourned to consider and settle its report at Toronto, on November 12 and 13.

Algoma Lodge, No. 5, was represented during the proceedings by Mr. E. Dalrymple, Mr. W. D. Mills, and Mr. J. J. Brothers. The corporations were represented throughout by Captain David Kyle, vice-president of the Algoma Steel Corporation.

In the course of the investigation it was made very clear that the questions raised, particularly those of wages, would of necessity apply to branches of the plant beyond the steel workers, who were more particularly concerned in the application of Algoma Lodge, No. 5, and the employers requested the Board to extend its investigation to all such branches of the plant.

The Minister of Labour consented to this, and, as a result of notices posted by the employers in the various departments, representatives of the other branches of the plant were appointed by the employees. The Board received written requests from the representatives to take up and consider the wages, overtime rates, and other conditions for adjustment. The Board having its powers extended accordingly consented to the hearing of these further applications and representatives of the following branches were heard, viz., the moulders, machinists, patternmakers, blacksmiths, boilermakers, frog and switchmen, shell plant employees, trackmen, bricklayers, stationary engineers, car oilers, wrecking gang crew and minor car repairers, physical test department employees, roundhouse men, water tenders and millwrights. These representatives covered many branches of organized labour.

Your Board believes that every branch of the plant has had an opportunity to present any grievances, and it has heard all matters in dispute. The Board made every effort during the enquiry to bring the parties together by conciliation and as a result many conferences were held. A spirit of conciliation was in evidence on both sides which the Board appreciated.

To Captain David Kyle, who was returned from the front where he was on active service, to resume superintendence of the men and the plant, and to whose intimate knowledge of the working conditions and fairness in presenting the case for the companies and the information he furnished, the Board is much indebted.

The Board also appreciates highly the spirit of co-operation and conciliation shown by the representatives of the men. These things combined have enabled the Board to report a settlement mutually agreed upon and satisfactory to all parties concerned.

Relative to a number of complaints of the men, not included in the original application but now set forth in detail in the said Exhibit 4, these were gone over with the representative of the companies and a number of adjustments were made and the complaints are all dealt with by the management in a written statement filed with the Board as Exhibit No. 11, and those detailed complaints not adjusted before the Board

were left to the final judgment of the vice-president, Captain Kyle, and this procedure was accepted by all present.

The settlement of the questions set forth in the application for the appointment of the Board, relative to increased wages, overtime, and Sunday labour was arrived at and concurred in by all parties concerned and by this Board, and is as follows:

"All hourly rates which have remained in effect since June 1, 1918, will be increased at November 1, 1918, by 5 cents per hour, except training rates, which will be specially adjusted.

"Straight tonnage rates will be equitably adjusted, and there will be no general change in tonnage bonus rates, except where revision of standards may be necessary to meet alterations in operating conditions.

"Certain day men being paid on a 10-hour day prior to November 1 will be changed to a 9-hour day, and will be paid the same amount for 9 hours as they would earn with the 5 cent increase in 10 hours. For example, a man receiving 40 cents an hour after the June 1 increase, if changed from a 10-hour day to a 9-hour day at November 1, would receive 40c – 5c×10, or $4.50÷9, that is 50c per hour.

"A list of the departments in which the regular day for day men will be after November 1, 9 hours, is hereinafter set forth.

"Any 9-hour men who may be required to work on week days will be paid straight time for any time worked between 7 a.m. and 6 p.m., or between 6 p.m. and 7 a.m., but will be paid time and a half having worked the regular day for any time worked after 6 p.m., and similarly will be paid time and a half having worked the regular night for any time worked after 7 a.m.

"Time and a half will be paid to all men whether day men or shift men for all time worked after 6 p.m. or after 7 a.m., as the case may be, provided they have worked during the regular day or shift ending 6 p.m. or 7 a.m.

"Usual hours for 9-hour men will be—

Monday, Tuesday, Wednesday, Thursday, Friday, 7.30 a.m. to 12 noon, and 12.40 p.m. to 5.15 p.m.

Saturday, 7.30 a.m. to 12 noon, and 12.40 p.m. to 4.45 p.m.

Sunday, 7.30 a.m. to 12 noon, and 1 p.m. to 3 p.m.

"Usual hours for 10-hour men will be—

Monday, Tuesday, Wednesday, Thursday, Friday, 7 am. to 12 noon, and 12.40 p.m. to 5.50 p.m.

Saturday, 7 a.m. to 12 noon, and 12.40 p.m. to 4.45 p.m.

Sunday, 7 a.m. to 12 noon, and 1 p.m. to 3 p.m.

"Usual hours for shift men will be—

Day shift—7 a.m. to 6 p.m., that is, 11 hours.

Night shift—6 p.m. to 7 a.m., that is, 13 hours.

"Shift men working the regular shift at change of turn, which is usually Sunday and Sunday night, will be paid time and a half for the Sunday night shift, provided they have worked the day shift on Sunday.

"The same principles will be applied in case in any department the regular period of changing shifts at the present date is on some other day in the week.

"All day men, whether 9-hour or 10-hour men, or shift men who work the day shift only, and who therefore do not change from day shift to night shift will be paid their usual daily wage for working to 3 p.m. on Sundays, and will be paid time and a half for any overtime worked after 3 p.m. on Sunday. For example, a 9-hour man will receive 9 hours' pay for working to 3 p.m. on Sunday; a 10-hour man will receive 10 hours' pay for working to 3 p.m. on Sunday; an 11-hour man who usually works day turn only will be paid 11 hours for working to 3 p.m. on Sunday; subject, of course, to these men having reported for work on Sunday morning at the regular time.

"The usual working hours of men employed during the day in the following

departments or sections of departments will on and after November 1, 1918, become 9 hours:

Machine shop.
Iron foundry.
Steel foundry.
Blacksmith shop.
Boiler shop.
Frog and switch shop.
Pattern shop.
Shops yard.
General ironworkers.
General oxy burners and helpers.
Sheeters.
General riggers.
General pipefitters.
Tinsmith shop.
Carpenters.
Painters.
Standard gauge car repairmen.
Scale repairers.
Bricklayers and helpers.
Roundhouse.
Electrical repair shop and linemen.
Stores.

"That this revision of rates becomes effective November 1, 1918.

"That the wage rates established as a result of this revision remain in force during the ensuing period of twelve (12) months—that is, to November 1, 1919."

As to Recognition:

The Algoma Steel Corporation is engaged in the production of munition steel for war purposes. It operates an open plant and purposes to maintain it as such and has adopted a policy of non-discrimination as between union and non-union employees.

The above named Algoma Lodge, No. 5, A. A. of I. S. T. W. of N. A., was organized about December, 1916, and since then has been seeking recognition from the Steel Corporation. There are also many of the employees who are members of other trade unions and these employees have also recently been demanding recognition for their respective trade unions and there are at least six of these other trade unions. To all of these demands for recognition the Steel Corporation has made it clear that it refuses to recognize or to sign agreements with such trade unions or to deal with the officials of unions as such, in matters relative to wages and working conditions in the plant.

The majority of the Board of Conciliation is of opinion that this question of the recognition of unions by the said Steel Corporation should be left over for solution and determination until after the war and until the war conditions are passed and until after the said November 1, 1919, and that the Board should not now express any opinion on this question of recognition.

The said Steel Corporation has filed with this Board a written statement of its policy regarding its relations with its employees, and therein recognizes the right of its employees to "bargain collectively" by departments or sections of departments where these alone are concerned or by a representative group of employees when all are concerned. This Board is of opinion that with this right thus secured to the employees with perfect freedom in its application, it is not now necessary to deal with the question of recognition while the war lasts and until the said November 1, 1919.

The majority of the Board recommends that any representations, demands or claims of the employees should be presented through the usual channels of the Corporation, viz., in the first instance to the foreman or superintendents of departments, and failing redress, then to the higher officials of the company, and we recommend that a fair hearing and a reasonable answer should be given by the corporation officials respectively, and the management of the plant, to all reasonable requests, demands or claims of their employees of any department.

Captain Kyle, the vice-president, has also submitted in writing a scheme for elective representation of employees and for adjustment of disputes within the plant. This written statement was filed with the Board as Exhibit 17 at its last sittings at Sault Ste. Marie, and copies

have been furnished to the employees, and this Board requested the employees to give the scheme their careful consideration, and if found agreeable to them to take steps to carry it into effect, but, otherwise, that the former procedure for making known any grievances is to be continued in this plant during the term mentioned.

Since the last meeting of the Board at Sault Ste. Marie, a letter has been received by the Board from Mr. Dalrymple, president of Algoma Lodge, No. 5, in which he states that, "So long as the committees representing the different departments throughout the steel plant have the privilege of meeting the heads of their respective departments, and in failure there to adjust their disputes or grievances to proceed to the highest official of the corporation, that the employees will be contented."

In view of these facts your Board does not desire to make any further recommendation.

All of which is respectfully submitted.

Dated at Toronto, November 13, 1918.

(Sgd.) F. R. POWELL,
Chairman.

(Sgd.) H. H. DEWART.

(Sgd.) FRED. BANCROFT.

Fred. Bancroft joins in this report with the exception of that part under the caption of "As to recognition," upon which he will submit a report.

(Sgd.) FRED. BANCROFT.

(Railway Employees)

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Algoma Steel Corporation, employer, and their employees, engineers and firemen, conductors and brakemen, being members of the railway trainmen's organization, employees.

This matter being the second reference of the Minister of Labour to the Board of Conciliation and Investigation already constituted upon the application of Algoma Lodge, No. 5, the Board heard all the matters in dispute between the parties. The men's representatives who appeared before the Board to present the case were Messrs. Joseph Haney, Minor Lowry, Napoleon Barbeau, representing conductors and brakemen, and E. DeCourcy and R. Miller, the engineers and firemen, assisted by Mr. U. McFadden, their solicitor. The company was represented by Mr. J. E. Irving, their solicitor; the general superintendent, Mr. Nelson, and vice-president, David Kyle.

The members of the Board with the men's representatives and officials of the company spent an afternoon in the plant going over the tracks and equipment to inspect these from the standpoint of safety and working conditions, as the men had made a number of complaints about the conditions in this respect. There are in the neighbourhood of 40 miles of tracks in the big yards of the plant inside the fences, and a careful inspection was made. As a result of the visit, many improvements were promised the men before the Board which the company will carry out. It was generally admitted that since the return of Capt. Kyle much had been done to improve the general yard conditions. The men's representatives presented two schedules to the Board, one for the engineers and firemen, and the other for the conductors and brakemen. In these schedules were requests for increases of wages, overtime rates, and general working conditions, recognition of the union, and a signed agreement. The company also presented for the men's consideration a document covering general rules and regulations. All these documents were discussed in detail and at length.

During the second adjournment of the Board the men's representatives, with Mr. McFadden and the company officials, met in conference and later reported to the Board that the schedules and the rules with the exception of several of the rules, the wages, and lifetime of the conditions had been agreed

on. Upon the Board going over the rules still outstanding, all were agreed upon except one, clause 21 of the general rules. In the general scheme for the advancement of wages, it is set out that the men in this reference are to receive the rates being paid on the Algoma Central Railway, with further consideration and adjustment if these should change later. Capt. Kyle stated that he would file a document showing the rates of wages on the A.C.R. after submitting it to the men. This document is made part of this report showing the wages agreed upon. This leaves clause 21 to be settled by the Board, and two exceptions taken to the document filed by Capt. Kyle in reference to wages. The two schedules, rules and regulations, and wages are set out in the following documents:

SCHEDULE OF ENGINEERS AND FIREMEN.

ARTICLE 1.

Engineers and firemen will rank on seniority roster from date of promotion to same.

ARTICLE 2.

Hired engineers will not be classified, or placed on engineers' seniority list ahead of firemen who have had at least two (2) years' experience as locomotive firemen, and are eligible to handle engine, this being understood that firemen will show two (2) years' service papers.

ARTICLE 3.

Lists showing standing of engineers and firemen in seniority order will be posted in roundhouse, and corrected once each year, January 1. Lists to be open for protest for fifteen (15) days; if not protested within fifteen (15) days, list to be established. If it be proven within fifteen (15) days that engineer or fireman is not in proper place on his respective list a new list will be posted at the expiration of fifteen (15) days showing the correct standing of such men; additions to list to be made as men enter the service.

ARTICLE 4.

When there is a vacancy on an assigned engine, it shall be bulletined, and senior men applying shall have fair trial on same.

ARTICLE 5.

When schedule becomes effective all engines will be bulletined, and senior men applying shall have fair trial on same, it being understood that engines will not be bulletined until seniority lists have been established.

ARTICLE 6.

All engines will be bulletined for assignment, stating the class of service they shall be used in, and engine men applying for same shall be considered as applying for assigned position rather than a particular locomotive.

ARTICLE 7.

Should company see fit to promote an engineer for reason other than seniority to any official capacity, said engineer will hold seniority on engineers' seniority list for six (6) months. If further retained in this promoted capacity he shall forfeit his seniority.

ARTICLE 8.

An engineer or firemen who has been dismissed or resigned from the service, or who has been off without proper leave of absence and again taken into the employ of the company, shall rank on the seniority list as new man.

ARTICLE 9.

A list will be posted in roundhouse opposite seniority list, showing engineers and firemen assigned to engines, and when leave of absence is granted to an engineer or fireman it shall be so stated on this list, also engineer or firemen taking this man's place.

ARTICLE 10.

In case of reduction of staff, seniority shall rule, it being understood that if engineer, through any physical defect, is not able to take the place of fireman, it shall be taken up between engineers' and firemen's committee and proper official of company, and if so arranged this man may be retained as engineer, but will not establish any seniority from such arrangement.

ARTICLE 11.

Engineers and firemen, who have been called to the colours, or who have enlisted, shall retain their seniority standing on seniority roster.

ARTICLE 12.

Engineers and firemen will have a representative committee appointed by them to adjust any difference that may arise between engineers and company or firemen and company, and to discuss all matters which relate to their mutual advantage.

ARTICLE 13.

When an engineer or fireman is disciplined or dismissed from the service he will be advised of reason of such action and a full and impartial investigation will be held on notice to him of place and time of investigation to insure his attendance. He may be accompanied by another employee of his choice, and he shall be advised of decision within five (5) days. Should he feel unjustly dealt with, he may appeal to engineers' and firemen's representative committee, which shall take up appeal with proper official of company within five (5) days from date of decision. If found faultless, he shall be reinstated with pay for such time lost.

ARTICLE 14.

When engineer or fireman is dismissed he shall be paid within twenty-four (24) hours, and a certificate of service given.

ARTICLE 15.

Engine crews will be given proper time to eat meals.

ARTICLE 16.

Engineers and firemen held off on company business shall be paid for time lost and expense accrued.

ARTICLE 17.

Engines working day turn only, men will be given thirty (30) minutes to inspect engine, and same for preparatory time, as far as the exigencies of the work will permit. In cases of emergency at beginning of term, engineman will not be required to work over two (2) hours without inspecting engine.

ARTICLE 18.

When engine goes into shop for washout or repairs the rule applying to seniority will prevail if there is no shop work for the crew.

ARTICLE 19.

When engineers or firemen are called for service, and then cancelled, shall be paid for five (5) hours.

ARTICLE 20.

That all engines be properly equipped with tools, headlights and cab lights, and same kept in proper condition as far as possible, also squirt hose put on engine, between May 1 and November 1, it being understood that complete instructions have been issued by company to this effect.

ARTICLE 21.

All engines will be equipped with hopper pans or equivalent to relieve fireman from going under engine to clean pan.

ARTICLE 22.

Engineer will be allowed to use his own judgment and will not be ordered to work engine if steam leaks from cylinders obstruct his view, having regard to safety and plant operations. Steam leaks in cab to be kept tight. Should fireman in his judgment think leaks on left side of engine unsafe he may go on record in roundhouse to this effect.

ARTICLE 23.

When engineer or fireman is not fit for duty, he shall report same in report book kept for that purpose in roundhouse, it being understood that if man become sick while at home he shall notify locomotive foreman by phone at least three (3) hours before he should report for duty.

ARTICLE 24.

That all switches be put in proper condition and kept so as far as possible, such as targets painted and lights kept in proper condition.

ARTICLE 25.

That flood lights in yard be focused so they will not shine in cab of engine, thus obstructing the view ahead.

ARTICLE 26.

That proper sanding appliances be installed for sanding engines.

ARTICLE 27.

That hose be installed in roundhouse for the purpose of blowing out tubes.

ARTICLE 28.

Engineers will be held responsible for the burning of head lights or other damage caused by the overloading of iron or slag ladles or from defective wheels or frames on said ladles.

ARTICLE 29.

That all steam leaks coming from defective steam pipes in buildings be so piped or repaired as not to obstruct the view of engineer or fireman while performing his duty, and that all other escaping steam, as far as possible, be confined.

ARTICLE 30.

Should any misunderstanding arise as to the construction or meaning of these rules, the matter shall be decided by a conference between the general superintendent and the representative committee of engineers and firemen, being employees of the company.

ARTICLE 31.

The company will undertake to maintain one spare crew on each shift, so that all may

be given time off except in case of emergency.

ARTICLE 32.

The above rules will not be changed unless on thirty (30) days' notice by or to the engineers and firemen.

The above schedule is satisfactory to the company and to the men representing the engineers and firemen.

Signed for engineers and firemen:

(Sgd.) URIAH MCFADDEN.

Signed for Algoma Steel Corporation:

(Sgd.) J. E. IRVING.

AGREEMENT BETWEEN ALGOMA STEEL CORPORATION, LIMITED, AND THE TRAINMEN, GOVERNING WORKING CONDITIONS OF YARDMEN.

Rules and Regulations:

SEC. 1. Hiring men. The company shall at all times hire experienced men when available. When experienced men are not available, and it becomes necessary to hire inexperienced men, said inexperienced men shall hold no rights for the first three (3) months' service, but shall then rank as senior brakemen from date they enter service.

SEC. 2. Reducing crews. If it becomes necessary to reduce the number of crews in the service, the oldest men in the service shall be given preference.

SEC. 3. Date of rank. The date of rank of conductors and brakemen shall commence on date of entering service, as shown on the time book, except as provided by Sec. 1, and they shall have the preference to fair trial on positions to which their seniority in service entitles them.

SEC. 4. Promotions and retentions. Promotions and retentions in the service shall be based upon rank, ability and fitness.

SEC. 5. Junior pay. Junior brakemen shall receive senior pay after three (3) months in the service as shown in the time book.

SEC. 6. Younger men run around older men. In case of spare men being called for work, the oldest men in point of service shall be called. If called and no work, he will be allowed six (6) hours' pay.

SEC. 7. Older men not to replace younger men. A man holding a regular run cannot be replaced for a day by an older man unless said older man wishes to take run regularly except in cases of older men doing spare running. When there is no running for said man he shall go back braking on his regular run.

SEC. 8. Rank list. A list showing names of all trainmen in the employ of the company shall be posted in the yardmaster's office on the first day of each year. This list to be accessible at all times, and to show the date on which men entered the service. Any employee whose standing is incorrectly stated on list must protest in writing within thirty (30) days thereafter or no action will be taken.

SEC. 9. Definition. When the term trainmen or yardmen is used it shall apply to conductors or brakemen.

SEC. 10. When a trainman is disciplined or dismissed from the service he will be advised of the reason of such action, and a full and impartial investigation will be held on notice to him of place and time of investigation, to ensure his attendance. He may be accompanied by another employee of his choice, and shall be advised of decision within five (5) days. Should he feel unjustly dealt with he may appeal to trainmen's representative committee, which shall take up appeal with proper official of the company within five (5) days from date of decision. If found faultless he shall be reinstated with pay for such time lost.

SEC. 11. Held off on company business. Trainmen held off on company business shall be paid time lost and shall be allowed reasonable expenses.

SEC. 12. Any trainman serving on a committee representing trainmen as employees shall not be discriminated against, and shall have leave of absence upon request to serve on such committee.

SEC. 13. No fines on account of damages. Trainmen shall not be required to pay fines on account of damage.

SEC. 14. Bulletins to be issued. All bulletins, circulars and special instructions are to be re-issued on the first of each year, and any not re-issued on the first of each year will be considered not in effect.

SEC. 15. Re-instatement. Trainmen who may have been taken out of the service on account of a decrease in business shall be re-instated and hold their seniority rights if they report for work when wanted.

SEC. 16. Leave of absence. Trainmen shall be given leave of absence when the service will permit and satisfactory reasons are given, for a period not to exceed thirty (30) days, except in case of sickness.

SEC. 17. Shall be paid and given clearance. Trainmen leaving the company's service shall be paid at the earliest practicable time and shall be given a service letter over the signature of the superintendent, on application, stating reasons for leaving, capacity in which he was employed, and length of service with the company.

SEC. 18. Forfeit of rights. Any trainman having been absent to exceed three (3) months in succession thereby forfeits all rights with the company, except in case of sickness or when leave of absence has been granted. No leave of absence shall be extended to exceed six (6) months nor reinstatement made after six (6) months' continuous service, except in case of sickness or men on active service for the period of the war.

SEC. 19. Conductors to have control. Conductors having charge of trains, and responsible therefor, shall not be required to take two (2) inexperienced brakemen when experienced brakemen are available.

SEC. 20. Crews. All crews on engines shall consist of one (1) conductor and not less than two (2) brakemen, and no crew shall be required to work short-handed when men are available, after the expiration of two (2) hours. If no spare men are available conductors shall not be required to work short-handed for two (2) consecutive shifts.

SEC. 21. Engines properly equipped. Conductor shall use his own judgment about working any engine not properly equipped with sufficient grab irons in the proper places, and other appliances such as foot boards in good and safe condition, with due regard to safety and plant operations.

SEC. 22. Trainmen handling loaded slag or hot metal ladles shall be allowed to use their own judgment and protect fellow employees and company's property and shall not be ordered to ride said slag or hot metal ladles while in motion or on foot board of engine next to said ladles.

SEC. 23. Trainmen shall be allowed to use their own judgment, having due regard to their own safety and to the necessities of the plant operations and repairs; and shall not be ordered to work on trestles after dark which are not properly planked up, or to work on any track after dark where material or refuse is piled too close to the track to be safe. It being understood that the instructions of the corporation to all employees are that all trestles shall be kept properly planked and that material referred to should not be piled too close to the track to be safe.

SEC. 24. Cars not properly loaded. Conductors shall use their own judgment about handling cars not properly loaded, such as material piled too high, where it is liable to fall off, or where material is projecting over sides or ends of cars, it being understood that the instructions of the corporation to all employees are that all cars be properly loaded.

SEC. 25. Vacancies for assistant yardmasters will be bulletined for three (3) days and then will be given to the oldest yard man making application for the same, if competent, it being understood, however, that the company will reserve the right to fill such a position with other employees when deemed advisable. Yardmen when promoted to official positions, such as assistant yardmaster, may retain their yard rights, if arranged with company by letter at time of promotion.

SEC. 26. That as far as possible all engines to be properly equipped with headlights and all switch lights be kept clean and lighted all night, and that all switches have proper targets, said targets to be kept painted, it being understood that complete instructions have been issued by the corporation to all employees to this effect.

SEC. 27. That rules and regulations provided for in this schedule shall become effective November 1, 1918, and remain in effect for a period continuing from above mentioned time until 30 days' notice shall be given by or to the trainmen.

The above agreement is satisfactory to the corporation and to the men representing the trainmen.

Signed for the trainmen:

(Sgd.) URIAH MCFADDEN.

Signed for Algoma Steel Corporation, Ltd.:

(Sgd.) J. E. IRVING.

THE ALGOMA STEEL CORPORATION, LIMITED.

The rules and instructions herein set forth govern transportation operations of the Algoma Steel Corporation, Limited.

To take effect November 1, 1918, superseding all previous rules and instructions inconsistent therewith.

Special instructions may be issued by proper authority.

Approved:

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GENERAL NOTICE.

To enter or remain in the service is an assurance of willingness to obey the rules.

Obedience to the rules is essential to the safety of employees and to the protection of property.

The service demands the faithful, intelligent and courteous discharge of duty.

To obtain promotion, capacity must be shown for greater responsibility.

Employees in accepting employment assume its ordinary risks.

GENERAL RULES.

(a) Employees whose duties are prescribed by these rules must provide themselves with a copy. Copies will be furnished all new employees upon entering the service.

(b) Employees must be conversant with and obey the rules and special instructions; if in doubt as to their meaning they must apply to head of department, or his immediate assistants, for an explanation.

(c) Employees must pass the required examinations.

(Note.—Not agreed on but left to Board.)

(d) Persons employed in any service on trains are subject to the rules and special instructions.

(e) Employees must render every assistance in their power in carrying out the rules and special instructions.

(g) The use of intoxicants by employees while on duty is prohibited. Coming on duty while intoxicated or losing time on account of being under the influence is sufficient cause for dismissal.

(h) In case of danger to the company's property, employees must unite to protect it.

(j) The Brown system of discipline will be followed in transportation department.

(j2) Any superintendent upon receiving service warranting his recommendation may propose merit marks for a train crew to the superintendent of transportation.

DEFINITIONS.

Engine: A locomotive propelled by any form of energy.

Train: An engine, or more than one engine coupled, with or without cars.

Main track: A track extending through yard upon which trains are operated.

Siding: A track auxiliary to the main track.

Yard: A system of tracks provided for the making up of trains, storing of cars, and other purposes.

RULES.

SIGNAL RULES.

1. Employees whose duties may require them to give signals will be provided with the proper appliances, and they shall be required to keep them in good order and ready for immediate use.

2. Flags of the prescribed colour must be used by day, and lamps of the prescribed colour by night.

3. Night signals are to be displayed from sunset to sunrise. When weather conditions obscure day signals, night signals must be used in addition.

VISIBLE SIGNALS.

4. Colour signals:

Colour. Indication.

(a) Red—Stop.

(b) Green—Proceed, and for other purposes prescribed by the rules.

(c) Yellow—Proceed with caution, and for other purposes prescribed by the rules.

(d) Blue—See Rule No. 9.

HAND, FLAG AND LAMP SIGNALS.

Manner of using. Indication.

(a) Swung across the track—Stop.

(b) Raised and lowered vertically—Proceed.

(c) Swung vertically in a circle at half arm's length across the track when the train is standing—Back.

(d) Swung vertically in a circle at arm's length across the track when the train is running—Train has parted.

Note.—The extent to which coloured signals are to be used in and about the plant to be decided by the superintendent of transportation.

6. Any object waved violently by anyone on or near the track is a signal to stop.

7. AUDIBLE SIGNALS.

ENGINE WHISTLE SIGNALS.

Note.—The signals prescribed are illustrated by "O" for short sounds, "———" for long sounds. The sound of the whistle should be distinct, with intensity and duration proportionate to the distance signal is to be conveyed.

Sound. Indication.

(a) O—Stop, apply brakes.

(b) ——— ——— Release brakes.

(c) ——— O O O—Flagman go back and protect rear of train.

(d) ——— ——— ——— ——— Flagman return from west or south.

(e) ——— ——— ——— ——— ——— Flagman return from east or north.

(f) ——— ——— ——— When running train parted. To be repeated until answered by signal prescribed by Rule 5 (d) answer to (5) (d).

(g) O O—Answer to any signal not otherwise provided for.

(h) O O O—When train is standing back, answer to rule 5 (c). Call for signals.

(j) O O O O—Call for signals.

(k) ——— ——— O O—Approaching public crossing at grade.

A succession of short sounds of the whistle is an alarm for persons or cattle on track.

TRAIN SIGNALS.

8. Yard engines will display the headlights to the front and rear by night. When not provided with a headlight at the rear two white lights must be displayed.

9. A blue flag by day and a blue light by night, displayed at one or both ends of an engine, car or train, indicates that workmen are under or about it. When thus protected it must not be coupled to or moved. Workmen will display the blue signals, and the same workmen are alone authorized to remove them. Other cars must not be placed on the same track so as to intercept the view of the blue signals, without first notifying the workmen.

USE OF SIGNALS.

10. A signal imperfectly displayed, or the absence of a signal at a place where a signal is usually shown, must be regarded as a stop signal, and the fact reported to the superintendent of transportation.

11. The engine bell must be rung when an engine is about to move.

12. The engine bell must be rung on approaching every public road, crossing at grade, and until it is passed.

13. The unnecessary use of either the whistle or the bell is prohibited; they will be used only as prescribed by rule or law, or to prevent accident.

MOVEMENT OF TRAINS.

14. When cars are pushed by an engine a trainman must take a conspicuous position on the front of the leading car.

15. All lead switches must be left in proper position after having been used. Conductors are responsible for the position of the switches used by them and their trainmen, except where switch tenders are stationed.

16. Both conductors and engineers are responsible for the safety of their trains, and, under conditions not provided for by the rules, must take every precaution for their protection.

17. In all cases of doubt or uncertainty the safe course should be taken and no unnecessary risks run.

SPECIAL RULES.

18. Applicants for positions in transportation service of this company must be of sound health and free from physical, mental or moral infirmities, between the age of 21 and 45, except as provided in Rule 20.

19. No person shall be employed in the train service who cannot read and write the English language, or who does not possess a knowledge of simple arithmetic; but this rule shall not apply to present employees.

20. Minors will not be employed in train or engine service without the written consent of parents, or guardians, together with the approval of the head of department, which must be filed with the application for employment.

21. No person defective in hearing, sight, or colour perception, shall be employed in any branch of the service involving the use of signals or the movement of trains and engines. All persons thus employed will be required to pass an examination by the authorized oculist and examiner of the company as to their hearing, sight and ability to distinguish colours.

Note.—Not agreed on but left to Board.

22. No person who is intemperate, dishonest, immoral, or otherwise vicious, will be permitted to enter or remain in the service.

23. No person shall be given employment in the service of the company unless his previous record, character and ability are satisfactory. Men whose intelligence, appearance, strength and character are such as to justify the belief that their services will be efficient and satisfactory and who will develop ability sufficient to merit advancements in the service will be carefully selected from among applicants.

24. Any change in the rate of wages of any employees must be authorized by the proper officers of the corporation.

25. No person, whatever may be his rank, will be allowed to absent himself from duty, or to change off with another, without permission from proper officer. No time or wages are to be returned except for work actually performed by the person whose name appears on the pay-roll.

26. All persons in the employ of the transportation department must devote themselves exclusively to its services, attending during the prescribed hours of the day or night.

27. All employees are required to report any misconduct or negligence, affecting the interest of the company, or employees, and withholding such information will be considered negligence or indifference.

28. Employees are warned not to attempt to get on the front or the rear of an engine, nor on the end of a car as it approaches them, nor to jump on or off trains in rapid motion, nor to go between cars in motion to uncouple them. These and all similar acts of imprudence are forbidden, and if done are at the sole risk of the employee.

29. Every employee is required to exercise the utmost caution to avoid injury to himself or to his fellows, especially in the switching of cars and in all movements of engines and trains; in doing which work each employee must look after and be responsible for his own safety. They are required to inform themselves respecting the location of all structures or obstructions along the line that will not clear them when on engines or cars.

30. It is made hereby the right and duty of every employee, and as a part of his employment, under all circumstances, to take sufficient time, before exposing himself to danger, to make such examination as may be necessary and refuse to obey any order which would unnecessarily imperil his life or limb. No person who is careless of others, or of himself, should be continued in the service of this company. Every case of injury to person or property must be promptly reported in writing to the head of the department, stating the names and residences of all witnesses, and all particulars of the occurrence, on the prescribed form.

31. All are especially cautioned not to walk upon or stand upon the tracks, except when necessary to do so; also to use their best endeavour as much as may be to prevent others from going upon the tracks.

32. It is dangerous to assume the signals given to the engineer or firemen have been seen, or if seen will be obeyed. When obedience to such signals on the part of the engineman or fireman is essential to the safety of an employee in the performance of his duty, he must know that the signal has been seen, understood and obeyed before placing himself in a dangerous position.

33. Yardmen, trainmen and all other employees are directed to communicate with superintendent of transportation or his assistants if they become aware of any defects in the construction of tracks, whereby an accident might occur to men in discharge of their duties.

34. Employees who witness, or have any knowledge whatever of an accident resulting in injury, must not give such information to any one except the company's officers, attorneys and claim agents, except when called upon to testify. In making personal injury statements give all the facts, whether favourable or unfavourable, to the company, the injured persons, or its employees.

35. The employee who opens a switch must see that there is no obstruction between switch point and stock rail, and when switches are closed the same precaution must be taken. The employee who locks a switch must pull chain to see that the lock is securely fastened.

36. Employees should use every precaution against losses by fire. A frequent cause of fire is that rubbish, such as oily waste, rags or waste paper, is carelessly left to ignite by spontaneous combustion.

37. In cases of accident to trains on roadway, employees are required to give their best efforts to clear the road, or to assist as may be required at the time, whether in the line of their usual duty or not. They, especially trackmen, should also notice the condition of passing trains, and if they observe anything in bad order, as a loose wheel, a defective coupler, or a fallen brake rod, they should notify the men upon the train by proper signals; also give a signal to stop if in their judgment it is endangered by the defect.

38. All persons entering the service of this department will be required to sign an acknowledgment that they have read, understand, and do agree to obey the rules and instructions of this department.

DUTIES OF EMPLOYEES.

Assistant Superintendent Transportation.

39. Assistant superintendent transportation reports to, and receives his instructions from, the superintendent of transportation. He will exercise a general supervision over all employees in the transportation department and see that the rules are fully understood, and observed by them. He will give special attention to the examination of conductors, enginemen and brakemen, as to the rules, and must know each understands those pertaining to his particular duties, before permitting him to go on duty. He will see that none but intelligent and reliable men are selected as trainmen. He will give special attention to the prompt movement of cars, and see that there is no unnecessary delay to trains doing work, or in taking fuel and water. In case of accident or blockade or detention of trains otherwise, he will proceed at once to the place and assist in moving the obstruction. He will see that every precaution is taken to protect and insure the safety of trains and all property, either in charge of or belonging to the company, making a detailed statement to the superintendent of transportation at the earliest practical moment. He must see that the trainmen are supplied with all necessary signals, and that they use them strictly in accordance with the rules, and will, as often as possible, check the signals of each train to see that they are in good condition and that no waste occurs.

Yardmasters.

40. Yardmasters report to and receive their instructions from assistant superintendent of transportation. They have charge of yards, the men employed and the movement of trains and cars therein. They must see that train crews and engines are ready for duty at the appointed time. They must not permit a train to start with a conductor, engineman or other trainman who is under the influence of liquor, or otherwise unfit for duty, nor fail to report such occurrences at once to the assistant superintendent of transportation. They must see that the yard is kept in good order, that cars are switched properly, and that all cars requiring shop repairs are promptly sent to repair tracks. They must report to the assistant superintendent of transportaion all disobedience of rules coming under their notice.

Conductors.

41. Conductors report to and receive their instructions from the yardmaster.

42. The general direction and movement of a train is vested in the conductor. He is responsible for its safe and proper movement, must be familiar with the duties of all persons employed thereon, exact a strict performance, reporting to the assistant superintendent of transportation any misconduct, insubordination or neglect of duty of such employees. All men employed on the train are required to yield a willing obedience to his order, except as provided in Rule 58. Under all circumstances the safety of the train is of great importance, and nothing must be left undone that will secure it.

43. Conductors will see that their trains are provided with proper tools and sufficient supplies of all kinds, and that these are kept in good order and not wasted.

44. In case of accident resulting in loss of life, injury to person, or damage to property,

conductors must use the utmost care in making reports, and such record as will enable them to furnish a full and complete statement of all the facts, with the names and addresses of all persons injured, also the names of all persons who witnessed or have information concerning the accident.

45. Where derailing switches on sidings are placed, they must at all times, when not in use, be left open or set for derail.

46. Each conductor must know that his train is supplied with danger signals and his trainmen instructed as to their proper use. They must also instruct their brakemen as to their duties, and see that they perform them. They will also caution them as to the special dangers of their business and enjoin them to watchfulness and care in the performance of duty.

47. They will advise the assistant superintendent of transportation of any dilatoriness or lack of attention upon the part of others, whose duties require their co-operation.

48. Running switches are prohibited, where it is possible to avoid making them. Conductor in such cases will use his own judgment as to handling switches and see that brakemen are at their posts, and understand what they are to do. Under no circumstances will running switches be made before switch is examined.

49. They will at all times do their work and place cars as instructed, and, when necessary to disturb cars that are being loaded or unloaded, great care will be taken to warn all persons in their vicinity and an opportunity given them to get out of danger before cars are moved. When cars are so moved they will be returned to the same position as found, or placed in an equally convenient place for loading or unloading.

Brakemen.

50. While on duty, brakemen are under the direction of the conductor. It shall be the duty of the brakemen of all trains, while on the main track, whether running or standing, to protect the rear of their train in the manner provided in the train rules, with which nothing must be allowed to interfere. It is their duty to be provided with, take care of, and properly display train and danger signals, for the safe and prompt movement of the trains. They will examine bulletin books and keep themselves posted on all instructions issued from time to time.

Enginemen.

51. Enginemen in all matters relating to motive power will report to and receive their instructions from the roundhouse foreman, but in all matters connected with the movement of trains they will receive their instructions from the conductor. Before leaving engine house tracks they must inspect their engines and know that they have the necessary tools and supplies, that the brakes, injectors, water glass, boiler, safety appliances and machinery are in good condition, and register the condition of engine and time leaving engine house on engine house register.

52. They must obey the orders of yardmasters or persons in charge in regard to switching.

53. They are jointly and equally responsible with conductor for the safety of the train and the proper use of all precautions required by the rules and instructions, and although they are under the direction of the conductor, as regards the management of trains, they will not obey any instructions which imperil the safety of the train or involve a violation of the rules.

54. When there is no conductor, or when the conductor is disabled, the senior brakeman of his train crew will temporarily have charge of the train and will be governed by the rules prescribed for conductors.

55. Before going out enginemen must have a copy of the rules and instruction, a full set of signals, and all necessary tools or implements for use in case of accident, and must examine the bulletin book and be fully informed as to all notices posted for their guidance. They must also have their engines in good working order and supplied with fuel and water.

56. They are required to observe the position of all switches, and must know (so far as it is possible for them to do so) that such switches are right before passing over them.

57. When approaching switches, which they are to use, they must know positively that they are in proper position, that cars on other tracks clear sufficiently, and that no portion of their train or engine is allowed to stand where it will obstruct other tracks improperly.

58. When switches are being shifted ahead of approaching engines, enginemen must as far as possible know that their train is under such control as to avoid derailment, in case of imperfection in the working of the switch.

59. They will report the absence of lights at switches where lights should be shown, and in approaching such switches they will reduce speed, with the train under control, until the position of the switch is determined.

60. When running after dark they must, when so instructed, have in the cab where it cannot be seen by passing trains, a red lamp lighted and in good order, in readiness to signal approaching trains in case of danger.

61. Except when absolutely necessary, engines must not be left standing within one hundred (100) feet of any road or crossing, and enginemen must be particular to see that there is no unnecessary escape of steam from cylinder cocks or safety valves, or anything that will frighten horses at such crossings.

62. They will not be permitted to change engines without permission of the roundhouse foreman.

63. They will allow no person to ride on their engines except the conductor of the train and the brakeman, the superintendent, his assistants or the yardmaster, without the permission of the superintendent.

64. They will themselves take their engines from and to the engine house, unless otherwise provided for.

65. No person is allowed to move or handle a locomotive except enginemen and hostlers, who have been regularly appointed.

65 (a) They are expressly prohibited from allowing their firemen to handle engines, while switching or elsewhere, or take them to or from engine house.

65. (b) The only exception permitted is that an engineman, while himself on the engine, may allow the fireman to handle it under his direct supervision, it being understood that the engineman is held strictly responsible for the movement of the engine at such times.

66. An engine should never be allowed to stand under steam without an engineman or some other responsible person on it. Should it be necessary to do so, brakes must be applied or wheels blocked (unless engine is attached to train), the reverse lever placed in the centre of the quadrant, and cylinder cocks open.

67. When a train backs in on a siding to meet or be passed by another train, the engineman, when his engine is clear of the main track, will see to it personally that the switch is properly set to the main track.

Firemen.

68. They will report to and receive their instructions from the roundhouse foreman. While on duty they will obey instructions received from enginemen.

69. They must, when on their engine, and not otherwise properly engaged, keep a careful watch upon the track, and instantly warn the enginemen of any obstructions or signals perceived.

70. They must familiarize themselves with all train rules, examine bulletin books, and must understand the use of the signals and use them properly, when necessary.

71. They must not run an engine without permission of the roundhouse foreman, except as provided for in 65 (b).

72. They must not go under engines to clean out ash pans, when on the road, except by permission of the engineman.

These rules and regulations, except as noted, are satisfactory to the corporation and to the trainmen.

Signed for Algoma Steel Corporation, Ltd.:
(Sgd.) J. H. IRVING.

Signed for the trainmen:
(Sgd.) URIAH MCFADDEN.

MEMORANDUM REGARDING RATES OF PAY FOR CERTAIN EMPLOYEES IN THE TRANSPORTATION DEPARTMENT.

Effective November 1, 1918, the wage rates of engineers, firemen, conductors and brakemen in the transportation department will be the same as those paid to similar classes employed in the Algoma Central railway yard at Sault Ste. Marie. These rates at this date are as follows:

Engineers	68c	per hour.
Firemen	51c	per hour.
Conductors	56c	per hour.
Senior brakemen	52¼c	per hour.

It has been reported by representatives of the trainmen in the plant that changes in the above rates affecting conductors and brakemen may immediately be made. If these changes should be made as affecting the Algoma Central yard at November 1, 1918, the wage rates of similar employees in our transportation department will be changed accordingly. Thereafter for a period of 12 months from November 1, 1918, that is, to November 1, 1919, the rates of the above classes of employees in our transportation department will be changed as the rates of similar men in the Algoma Central yard at Sault Ste. Marie are changed, though, except in the first instance, any such changes will not be ante-dated before the first day of any month in which these changes may be decided by the Algoma Central Railway or the Canadian Railway Wage Board.

The usual hours of work will be at the discretion of the corporation, that is, if the Algoma Central yard rates are on an 8-hour basis, the corporation may, if it desires, institute an 8-hour day or shift for the above classes of employees, or it may continue the present system of an 11-hour day, and 11 and 13 hour shifts. Straight time will be paid for all time worked in excess of the usual working hours, that is, overtime will be paid for *pro rata*.

McFadden & McMillan,
Barristers, Solicitors,
Notaries, Etc.,

Barnes Building,
Cor. Gore and Queen Streets,
Sault Ste. Marie, Ont.,
November 9, 1918.

His Honour Judge Powell,
Parry Sound, Ont.

Dear Sir,—

Re Steel Plant Employees and Board of Conciliation.

Captain Kyle has prepared a memorandum regarding rates of pay for certain employees

in the transportation department; Mr. Irving, solicitor for the Steel Plant, wishes to have this agreement sent to you.

We, on behalf of the men, beg to state our views of this document. The men take the stand that so far as the intention on the part of the company is to institute an eight-hour shift, that this is unfair. If the company should institute an eight-hour shift the result would be that there would be no increase in the monthly pay cheque, and the men feel that in that event they would have lost by the work done by the Arbitration Board.

Again the men feel that in reference to the last part of paragraph 2, which begins thus, "except in the first instance, any such changes will not be ante-dated before the first day of any month," the men understood from Captain Kyle that the present increase in rates, which the men on the Algoma Central are about to get, would be given them and dated as of November 1 of this year.

Those are the only two objections that the men seem to offer. They informed the writer that they gave the men in the different departments the information to the same force and effect as we are giving Your Honour.

Yours truly,

(Sgd.) McFADDEN & McMILLAN.

Relative to the questions raised in the foregoing correspondence and documents:

1. The Board construes the memorandum of Captain Kyle regarding rates of pay in the transportation department as meaning that the employees are to have the benefit of any increase of pay, under the pending application of the A. C. R. men, as effective from and after November 1, 1918, and to be ante-dated accordingly.

2. The Board understands the agreement reached as to hourly rates of wages to be based upon present working hours in the plant, and the question of an eight-hour shift was not taken into consideration.

As to Rules "C" and "21" of the General Rules—the majority of the Board thinks that as the work is of a hazardous character, both in respect to transportation and other employees, and as these rules aim at safety, they are reasonable and proper and should be established.

All of which is respectfully submitted.

Dated November 15, 1918.

(Sgd.) F. R. POWELL, Chairman.

(Sgd.) FRED. BANCROFT.

(Sgd.) H. H. DEWART.

Fred. Bancroft joins in this report, with the exception of that part relating to "C" and "21", as to which he will submit a report.

(Sgd.) FRED. BANCROFT.

Electrical Workers

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Algoma Steel Corporation and Algoma Construction and Engineering Company, employers, and their electrical employees, members of Local 726 of the International Brotherhood of Electrical Workers, employees.

The Honourable
Senator Gideon Robertson,
Minister of Labour, Ottawa.

Pursuant to instructions referring this matter to the Board of Conciliation already constituted, when the representatives of Local 726 made application for a Board to the Department, the questions at issue between the employer and the employees were taken up by the Board. Captain David Kyle appeared representing the employers, and the men were represented before the Board by W. F. Prentice, H. Young, A. S. Higgins, assisted by J. A. Noble, international representative of the Brotherhood. The men's representatives presented a schedule containing 16 clauses, in which increases in wages, overtime rates and other general conditions of employment were asked for. Evidence in support of these requests was submitted at some length by the men's representatives. The men also asked for recognition of the union and a signed agreement. The vice-president of the corporation, after discussing many of the details of the schedule before the Board and with the men's representatives in attendance, took the whole matter into consideration, and a settlement was arrived at under the general scheme for reducing hours, increasing wages and overtime rates, and other working rules, as set out in documents submitted to the Board.

The following documents filed with the chairman of the Board and accepted by the men's representatives before the Board, outline the working arrangement arrived at:

His Honour Judge F. R. Powell,
Chairman Board of
Conciliation and Investigation,
Sault Ste. Marie, Ont.

Dear Sir,—

I am enclosing herewith for your information copy of my letter of October 24 to our chief electrician, regarding the points brought before your Board by a committee representing the men employed in our electrical department. I am informed that the proposals set forth in this letter are satisfactory to our electrical employees. There are two points mentioned in this letter which it may be desirable to make clearer.

With reference to Item 8, the understanding is that 10 hours at the present time is the usual day for day men.

With reference to Item 15, it is intended that in cases where a man receiving a lower hourly rate is sent temporarily to take an occupational job paying a higher occupational hourly rate, he will be paid the higher hourly rate.

I think that these points are fully understood in this sense by the men concerned, but think it necessary to outline them here so as to prevent any possible misunderstanding.

Yours very truly,

D. KYLE,
Vice-President.

October 29, 1918.

Mr. J. Donnelly,
Chief Electrician.

With reference to our meeting on the twenty-second instant with a committee representing the men employed in the electrical department to discuss the points brought before the Board of Conciliation and Investigation by this committee, I shall be glad if you will ascertain from them whether the following proposals are satisfactory: 1, 2, 3. We are looking for the assistance of the Board of Conciliation in deciding questions of rates and pay for overtime and Sundays, and the general principles which may be laid down by the Board will apply to men in our electrical department.

4. In cases of emergency calls, men in the electrical department will receive not less than three hours' pay.

5. Officials of the corporation will meet a representative committee of employees in the electrical department chosen by the men in that department to adjust any differences which may arise between the men in the electrical department and the corporation, and to discuss all matters which relate to their mutual advantage.

6. No discrimination will be shown against any employee in the electrical department elected by the men to represent them on this committe.

7. Holidays will be Dominion Day, Labour Day, and Christmas Day.

8. Ten hours constitute a day's work at the present time.

9. Six hundred and fifty volts or over will be considered as high voltage, and rubber gloves and protectors supplied by the corporation will be available for men working thereon.

10. A suitable ventilating and heating system will be installed in the main power house switchboard room.

11. It is considered that 8-hour men should not receive the same increases per shift as 12-hour men, but in the case of the power house operators a special arrangement may be possible. As soon as the general principles of the Board's award are known, we shall be in a position to make a definite statement of what is proposed for power house operators.

12. The operating force in the merchant mill sub-station will be increased by one helper on each shift.

13. Emergency lighting circuits will be installed at the power house switchboard, the merchant mill sub-station, and the coke plant sub-station.

14. Lavatory accommodations in merchant mill sub-station will be provided as soon as the new electrical repair shop is complete.

15. In cases where a man receiving a lower hourly rate is sent temporarily to do work paying a higher occupational rate, he will be paid the higher hourly rate.

I am enclosing an additional copy of this letter, and will be glad if you will give it to one of the members of the electrical department committee, asking them to let me know as soon as possible if this is satisfactory, so that I can communicate with His Honour Judge Powell. If there are any points which in their opinion require further discussion I shall be glad to meet you and the committee at any convenient time.

D. KYLE,
Vice-President.

October 24, 1918.

This working arrangement was arrived at during the second adjournment of the Board, and upon the matter being reported to the Board as above, the electrical workers' representatives stated it was satisfactory. This arrangement was arrived at before the rates of wages and overtime rates and reduction in hours were finally agreed upon later.

The general scheme adjusting wages, hours and overtime rates applies to electrical workers, and the foregoing documents will be interpreted so as to conform to the adjustments made therein. The general terms of the settlement mentioned, also disposes of clauses 1, 2 and 3 mentioned above.

The settlement of the questions of increased wages, overtime, working hours and Sunday labour is as follows:

All hourly rates which have remained in effect since June 1, 1918, will be increased at November 1, 1918, by 5c per hour, except training rates, which will be specially adjusted.

Straight tonnage rates will be equitably adjusted, and there will be no general change in tonnage bonus rates, except where revision of standards may be necessary to meet alterations in operating conditions.

Certain day men being paid on a 10-hour day prior to November 1 will be changed to a 9-hour day, and will be paid the same amount for 9 hours as they would earn with the 5c increase in 10 hours. For example, a man receiving 40c an hour after the June 1 increase, if changed from a 10-hour day to a 9-hour day at November 1, would receive $(40c+5c)\times10$, or $\$4.50\div9$, that is, 50c per hour.

A list of the departments in which the regular day for day men will be after November 1, 9 hours, is hereafter set forth.

Any 9-hour men who may be required to work on week days will be paid straight time for any time worked between 7 a.m. and 6 p.m., or between 6 p.m. and 7 a.m., but will be paid time and a half having worked the regular day for any time worked after 6 p.m., and similarly will be paid time and a half having worked the regular night for any time worked after 7 a.m.

Time and a half will be paid to all men whether day men or shift men for all time worked after 6 p.m. or after 7 a.m., as the case may be, provided they have worked during the regular day or shift ending 6 p.m. or 7 a.m.

Usual hours for 9-hour men will be—

Monday, Tuesday, Wednesday, Thursday, Friday, 7.30 a.m. to 12 noon, and 12.40 p.m. to 5.15 p.m.

Saturday, 7.30 a.m. to 12 noon, and 12.40 p.m. to 4.45 p.m.

Sunday, 7.30 a.m. to 12 noon, and 1 p.m. to 3 p.m.

Usual hours for 10 hour men will be—

Monday, Tuesday, Wednesday, Thursday, Friday, 7 a.m. to 12 noon, and 12.40 p.m. to 5.50 p.m.

Saturday, 7 a.m. to 12 noon, and 12.40 p.m. to 4.45 p.m.

Sunday, 7 a.m. to 12 noon, and 1 p.m. to 3 p.m.

Usual hours for shift men will be—

Day shift—7 a.m. to 6 p.m., that is, 11 hours.

Night shift—6 p.m. to 7 a.m., that is, 13 hours.

Shift men working the regular shift at change of turn, which is usually Sunday and Sunday night, will be paid time and a half for the Sunday night shift, provided they have worked the day shift on Sunday.

The same principles will be applied in case in any department the regular period of changing shifts at the present date is on some other day in the week.

All day men, whether 9-hour men or 10-hour men or shift men who work the day shift only and who therefore do not change from day to night shift, will be paid their usual daily wage for working to 3 p.m. on Sundays, and will be paid time and a half for any overtime worked after 3 p.m. on Sunday. For example, a 9-hour man will receive 9 hours' pay for working to to 3 p.m. on Sunday; a 10-hour man will receive 10 hours' pay for working to 3 p.m. on Sunday, an 11-hour man who usually works day turn only will be paid 11 hours for working to 3 p.m. on Sunday; subject, of course, to these men having reported for work on Sunday morning at the regular time.

The usual working hours of men employed during the day in the following departments or sections of departments will on and after November 1, 1918, become 9 hours:

Machine shop.
Iron foundry.
Steel foundry.
Blacksmith shop.
Boiler shop.
Frog and switch shop.
Pattern shop.
Shop yard.
General ironworkers.
General oxy burners and helpers.
Sheeters.
General riggers.
General pipefitters.
Tinsmith shop.
Carpenters.
Painters.
Standard gauge car repairmen.
Scale repairers.
Bricklayers and helpers.
Roundhouse.
Electrical repair shop and linemen.
Stores.

That this revision of rates become effective November 1, 1918.

That the wage rates established as a result of this revision remain in force during the ensuing period of twelve (12) months, that is, to November 1, 1919.

All of which is respectfully submitted.

Dated at Toronto, November 14, 1918.

(Sgd.) F. R. POWELL,
Chairman.
(Sgd.) FRED. BANCROFT.
(Sgd.) H. H. DEWART.

Minority Report

To the Minister of Labour,
Ottawa, Ont.

Dear Sir,—

The report and award of the Board of Conciliation and Investigation into the disputes between the Algoma Steel Corporation and Algoma Construction and Engineering Company and their employees, as set out in the report and award is a unanimous one with the exception of two items, regarding which I submit a separate, and in the case of the last item only, a minority report.

The first item is contained in the report of the Board, under the reference of the Minister of Labour, as the Algoma Steel Corporation and Algoma Construction and Engineering Company, employers, and their employees, being steel workers and members of Algoma Lodge, No. 5, Amalgamated Association of Iron, Steel and Tin Workers of America, employees, and the item mentioned is referred to in the report of the Board under the caption "As to Recognition."

In the third paragraph under this heading the majority members of the Board state:

"The majority of the Board of Conciliation is of opinion that this question of the recognition of unions by the said steel corporation should be left over for solution and determination until after the war and until the war conditions are passed and until after the said first day of November, 1919, and that the Board should not now express any opinion on this question of recognition."

In the paragraph immediately after the foregoing one in the report, the majority members of the Board, in my opinion, contradict this conclusion by expressing an opinion.

They state: "The said steel corporation has filed with this Board a written statement of its policy regarding its relations with its employees, and therein recognized the right of its employees to 'bargain collectively' by departments or sections of departments where these alone are concerned or by a representative group of employees when all are concerned. This Board is of opinion that with this right thus secured to the employees with perfect freedom in its application, it is not now necessary to deal with the question of recognition while the war lasts and until the said November 1, 1919."

In the foregoing, the majority members state it is not necessary now to deal with the question of recognition because of a "right thus secured." An inference may be taken from this, that this right has been secured in lieu of recog-

nition. Such an inference would be wrong.

By consent of both parties the channels of communication existing before the Board was constituted are to continue.

The majority members of the Board also state in the second paragraph of this section of the report that the answer of the corporation to the demands of the unions for recognition is as follows:

"To all of these demands for recognition the steel corporation has made it clear that it refuses to recognize or to sign agreements with such trade unions or to deal with the officials of unions as such, in matters relative to wages and working conditions in the plant."

The majority members of the Board in my opinion should not have expressed opinions on the subject of recognition when they decided not to make recommendations on the subject, and the statement about a "right thus secured" being given as a reason for laying it over is an opinion used as stated.

It is quite plain from the report that both parties were satisfied to continue existing channels of communication for presenting grievances, failing acceptance of any of the schemes proposed before the Board. I take issue therefore with the form of the report under the caption "As to recognition," and submit a report as follows:

As to Recognition:

The question of recognition came up many times during the sessions of the Board of Conciliation at Sault Ste. Marie. Representatives of Algoma Lodge, No. 5, Amalgamated Association of Iron, Steel and Tin Workers of America, the Railway Trainmen's Organization, and the International Brotherhood of Electrical Workers, Local 726, all of which unions applied for Boards—and the differences were references to the Board as constituted—asked for recognition and in two cases for signed agreements. Other representatives of employees who came before the Board when its powers were widened, to cover other branches of the industry, also asked for recognition, including the International Moulders and Coremakers Union, and International Association of Machinists, and several others were mentioned.

Much discussion took place as to the definition of "recognition" and the meaning of "collective bargaining."

It was suggested that the men's representatives make a proposal reflecting their idea on collective bargaining. On Oct. 31 the representatives of the employees presented a memorandum embodying an idea that the "Federated Body of the Algoma Steel Corporation" appoint a representative to act as mediator in presenting grievances to the company officials, in conjunction with departmental committees.

The vice-president of the company presented during the last day's session a very carefully compiled and comprehensive scheme for electing departmental representatives and committees, to provide channels to take up any differences that may arise. This was given to the representatives of the employees for consideration, so that a reply could be made to the Board later, and in time for the drafting of the final report. The following reply from President E. Dalrymple of Algoma Lodge, No. 5, makes the position quite plain:

(Copy.)

Algoma Lodge, No. 5, A. A. of I. S. and T. W. of N. A.,
Sault Ste. Marie, Ont.,
November 8, 1918.

F. R. Powell,
Judge's Chambers,
Parry Sound, Ont.

Honourable Sir,—

I take pleasure in submitting to you the feeling in general of the employees of the Algoma Steel Corporation in regard to Capt. Kyle's proposition, which was presented to the Board of Conciliation and Investigation here before adjourning on the second inst., regarding selecting and meeting of committees of his employees. I made a special effort endeavouring to place Capt. Kyle's proposition before the employees in the different departments throughout the steel plant as suggested by you. The employees in general requested me to inform you, as chairman of the Board of

Conciliation, that they could not accept Capt. Kyle's proposition, but that they were quite willing to drop the subject of recognition and to revert back to Capt. Kyle's adopted rules of June, 1917, and the channels set forth for the meeting of committees and adjusting disputes. So long as the committees representing the different departments throughout the steel plant have the privilege of meeting the heads of their respective departments, and in failure there to adjust their disputes or grievances, to proceed to the highest officials of the corporation, that the employees will be contented. On behalf of the employees of the Algoma Steel Corporation, please accept a hearty vote of thanks for your efforts towards conciliation.

I remain

Fraternally yours,

(Sgd.) E. DALRYMPLE,
President.

In the case of the electrical workers, the method of presenting grievances is mutually agreed upon as shown in the documents included in the report on that reference. In the schedule of the engineers and firemen, and the conductors and brakemen, representative committees are arranged for in the documents mutually agreed upon.

Neither party in question was disposed to accept the proposal of the other relating to recognition or collective bargaining, and all agree that, such being the case, the channels for presenting differences which arose between the employer and employees, before the Board was constituted, shall continue during the period agreed upon as applying to wages, etc., except as otherwise set out in the various reports of the Board of Conciliation.

The company officials made it perfectly clear before the Board that a policy of non-discrimination between union and non-union men was carried out in the plant, and that not the slightest objection was raised to men joining their respective unions. Therefore the reason why the Board does not make recommendations on recognition is because of the mutual acceptance of conditions in this respect as they existed before the Board sat, failing mutual acceptance of one of the schemes presented and not because of any secured right.

I respectfully suggest that next time a readjustment of wages and conditions becomes necessary that the officials of the company will seriously consider direct negotiations with the representatives of the international unions existing in their plant.

With regard to clause "C" of General Rules, and Clause 21 of Special Rules as set out in the documents in the report of the dispute between the Algoma Steel Corporation and its engineers, firemen, and conductors and brakemen, all the rules and schedules were agreed upon with the exception of these two. The majority report states:

"As to Rules 'C' and '21' of the General Rules—the majority of the Board thinks that as the work is of a hazardous character, both in respect to transportation and other employees, and as these rules aim at safety, they are reasonable and proper and should be established.

"Clause 'C' in the General Rules states:

"Employees must pass the required examinations.

"Clause '21' of the Special Rules states:

"No person defective in hearing, sight, or colour perception, shall be employed in any branch of the service involving the use of signals or the movement of trains and engines. All persons thus employed will be required to pass an examination by the authorized oculist and examiner of the company as to their hearing, sight, and ability to distinguish colour."

The representatives of the engineers and firemen and the conductors and brakemen strenuously fought these two clauses. That the work is hazardous and dangerous, all will agree. A glance at all the rules the men accepted will show that they are fully alive to the necessity of every precaution necessary for their own and fellow employees' safety. They pointed out that the transportation was purely a yard service, and that the equipment and rolling stock did not have to meet the requirements of the yard services which come under the jurisdiction

of the Dominion Railway Commission. They wanted to know, this being the case, why should the men be subjected to examinations which related to other standards. Their opposition was strong to the last moment of the sessions. The officials of the company declared that in the interests of safety, the examinations were absolutely necessary. Clause 21 was intended to cover present employees as well as new employees. Everyone agrees that safety in connection with such work is absolutely necessary, and I am convinced the men realize this as much as the company. It would appear from the men's objections throughout that more may be involved in this question than safety.

I therefore recommend against the two clauses as they stand.

As all matters were agreed upon in this reference except three points, two of which have been settled unanimously by the Board in their award, it would be very unfortunate if these two clauses should stand in the way of a complete settlement. I therefore recommend that unless these two clauses can be adjusted and mutually agreed upon by both parties, that the Board of Appeal, consisting of experienced and practical railway men, should be asked by one or both parties to decide on what is fair and just in this regard.

All of which is respectfully submitted.

(Sgd.) FRED. BANCROFT,
For the employees.

Toronto, Nov. 18, 1918.

Report of Board in Dispute between various Elevator Operators at Port Arthur and Fort William, and certain of their employees

A UNANIMOUS report was received from the Board established to deal with the dispute concerning wages and hours between various elevator operators at Port Arthur and Fort William and their employees, members of Local No. 934, International 'Longshoremen's Association. The Board was composed as follows: The Honourable Mr. Chief Justice T. G. Mathers, Winnipeg, chairman, appointed on the joint recommendation of the other two Board members, Messrs. E. L. Taylor, K.C., Winnipeg, and L. L. Peltier, Fort William, nominees of the companies and employees respectively. Recommendations as to settlement of matters in dispute were made by the Board, and it is understood that these recommendations were acceptable to both the companies and the employees.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the various elevator operators at Port Arthur and Fort William and their employees, members of Local No. 934, International 'Longshoremen's Association.

To the Honourable
Gideon D. Robertson,
Minister of Labour, Ottawa.

Your Conciliation Board in the above matter, consisting of Honourable T. G. Mathers, Chief Justice of the Court of King's Bench for Manitoba, Edmund L. Taylor, K.C., of Winnipeg, and L. L. Peltier, of Fort William, begs to report as follows:

Sessions of the Board were held at Fort William on November 12, 13, 14, 15, 19, 20, and 21, 1918, and at Winnipeg on November 26, 27, and 28, 1918.

At the opening session we were attended by Mr. James Dixon, Mr. William Gray, and Mr. William Sinclair, vice-president, secretary-treasurer, and member of the executive of Local No. 934 of the International 'Longshoremen's Association, representing the employees; and by Mr. J. R. Murray, for

the United Grain Growers Company, and Mr. G. F. Briggs, for the Empire Elevator Company and Thunder Bay Terminal Elevator Company.

At subsequent sittings of the Board, either at Fort William or Winnipeg, the following elevator companies were represented:

The Mutual Elevator Company, by Mr. Frederick Bole;
The North Western Elevator Company, by Mr. Harry Sellars;
N. M. Paterson & Company, Limited, by Mr. Norman Paterson;
C. P. R. Elevator Company, by Mr. A. F. Hawkins, Mr. R. C. Morgan, and Mr. Smart;
The Western Grain Growers, by Mr. C. Whelply;
The Grand Trunk Elevator Company, by Mr. R. F. Edmond and Mr. Byers;
The Western Terminal Elevator Company, by Mr. F. W. Cummings;
The Fort William Elevator Company, by Mr. David Horn;
The Ogilvie Elevator Company, by Mr. Cossett;
The Parrish & Heimbacker, by Mr. W. L. Parrish;
The Dwyer Elevator Company, by Mr. J. Delamater;
The Eastern Elevator Company, by Mr. R. D. Morgan;
The Dominion Government Elevator, by Mr. J. P. Jones;
The National Elevator Company, by Mr. N. L. Leach and Mr. Cunningham;
The Port Arthur Elevator Company, by Mr. E. W. Kneelands and Mr. McKinnon;
The Saskatchewan Co-operative, by Mr. E. G. Isaacs and Mr. McCallum;
The Roy Elevator, by Mr. John King;
Black's Elevator, by Mr. G. F. Briggs;
Empire Elevator, by Mr. G. F. Briggs and Mr. John A. Campbell.

The employees desired to bring about some arrangement with the various companies and parties operating elevators at the said points, whereby they might enter into some common agreement with the operators. It was found, however, after considerable effort in this direction that no such agreement could be reached.

The members of the Board then suggested that possibly the parties to the dispute could agree upon the rates of pay, hours of working, working conditions, and other matters pertaining to the employment of labour, and that after an agreement had been reached all these matters could be put into the form of a schedule, this schedule to be adopted by all of the elevator operators, each operator to publish it in the form of a little booklet for distribution to all of its employees. This suggestion was adopted by all parties, and we are glad to be able to report that complete unanimity was ultimately reached in the making up of the schedule. The schedule in question is hereunto annexed and marked Exhibit "A" to this report.

In regard to employees still out of employment at the time the Board began its sessions, we have to report that we were able during the time the Board was sitting to arrange for several of such employees to resume work, and at the present time only a very few of them are without employment. A number of the strikers have obtained employment in other lines of labour, and are satisfied with their new employment, and will not likely return to the elevator work. We fully expect that any of the employees still without work will be taken back as soon as there is any vacancy for them.

In regard to the striking employees who have been taken back, it is the opinion of the Board that such employees ought not to lose their seniority earned prior to the strike.

The members of the Board visited the elevators in Port Arthur and Fort William, with a view to having definite knowledge as to their sanitary conditions and provisions made for the comfort of the men in the way of cleanliness, eating, and other necessary working conditions. We may say that gen-

erally the conditions in these elevators are not as good as ought to be expected. We found a notable exception in the case of the new elevator of James Richardson & Sons being constructed at Port Arthur, and also in the new elevator of the Saskatchewan Co-operative Elevator Company at this point. These two elevators have made ample sanitary provisions, and also excellent provisions for lunch rooms, wash rooms, and other conveniences for the comfort of the labourers.

As to the remaining elevators, while some are no doubt better than others, there is a considerable lack in all of these necessities, and we are of the opinion that the cost of making suitable improvement in most of the elevators would not be excessive, having regard to the cost of the elevators and the importance of the work carried on in the same. We would therefore recommend to your Department that you urge upon the various elevator operators at these points to make considerable improvement along the line of better sanitary and other conditions for the comfort, cleanliness and health of the men working in these elevators.

In schedule hereunto annexed marked "B" we give the result of our inspection of the several elevators as to the conveniences supplied for the comfort of the men employed.

Before closing, we desire to express our appreciation of the courtesy, candour, and good temper with which the enquiry was conducted by both the representatives of the men and of the operators and the conciliatory spirit which animated them throughout. We hope and believe that if their relations in the future are animated by the same spirit it will make for industrial peace.

Dated at Winnipeg, November 28, A.D. 1918.

(Sgd.) T. G. MATHERS,
Chairman.
(Sgd.) E. L. TAYLOR,
For employers.
(Sgd.) L. L. PELTIER,
For employees.

SCHEDUE "A."

The following are the rules, regulations, and working conditions under which men are employed in the elevator of this company, effective on and after November 1, A.D. 1918.

1. (a) The hours of labour shall be 10 hours per day for each and every recognized working day, from 7.00 a.m. till 6.00 p..m, with one hour for dinner from 12.00 noon to 1.00 p.m., from the opening of navigation till December 31.

(b) From January 1 to the opening of navigation the hours of labour shall be eight hours per day for each and every recognized working day, from 8 a.m. till 5.00 p.m., with one hour for dinner from 12.00 noon to 1.00 p.m., except that hourly men employed in private non-storage inland cleaning elevators may enter into an agreement with their employer for not less than two weeks, to work one or two hours' overtime, up to 10 hours on week days only, at hourly rates; otherwise, they will be paid overtime rates for overtime worked as provided in this agreement.

(c) The rate of pay shall be fifty (50) cents per hour.

(d) Where it becomes necessary to run a night gang, 10 hours shall constitute a night's work, from 7.00 p.m. till 6.00 a.m., with one hour for supper from 12.00 midnight till 1.00 a.m., at the rate of fifty-three (53) cents per hour.

2. (a) Except in cases of emergency, for all monthly men the hours of labour shall be 10 hours per day for each and every recognized working day, the hours to conform with those of the hourly men.

(b) All monthly men receiving $105.00 or less per month prior to September 1, 1918, shall receive $120.00 per month, and all monthly men receiving $115.00 and over $105.00 per month, prior to such date, shall receive $130.00 per month, and all monthly men receiving $125.00 and over $115.00 per month prior to such date shall receive $140.00 per month.

(This paragraph does not refer to night watchmen.)

(c) No employee who, at the time these rules take effect, is in receipt of a larger wage than as provided in the preceding sub-paragraph (b) shall be reduced because of this clause.

3. All hourly men working overtime shall be paid at the rate of time and one-half up to midnight and double time after, and all hourly men working in the night gang shall be paid time and one-half for all time worked after 6.00 a.m. and up to 12.00 noon, and double time after.

4. There shall be no extra or overtime allowed to monthly men unless otherwise agreed, but they shall be entitled to two weeks' holidays in the year with full pay, or two weeks' extra pay instead of such holidays; such holidays to be taken at a time to be mutually agreed upon or at a time fixed by the employer, giving the employee two weeks' notice in advance.

5. Hourly men working on Sundays and legal holidays as hereinafter defined shall receive time and a half, except when entitled to double time as provided in paragraph 3.

6. Where night men in any particular case desire to work till 7.00 a.m. while waiting for street car, they may, with the consent of the employer, do so at straight time for the hour from 6.00 to 7.00 a.m.

7. (a) When the operating staff is reduced for any cause the reduction shall be made according to juniority of service, beginning with the junior employee, with due regard to competence.

(b) When the staff is increased the employee or employees so laid off shall be re-employed according to seniority of service beginning with the senior men, with due regard to competence.

(c) Employees laid off upon reduction of staff shall leave their addresses with the superintendent of the elevator and the superintendent shall give them three days' notice in writing when to return to work. Any employee not leaving his address or not presenting himself within that period shall forfeit his rights. In case of emergency the three days' notice may be dispensed with. Any dispute growing out of the application of sub-classes (a), (b) and (c) of this section shall be adjusted under the provisions of Article 11.

8. All men shall be paid twice a month.

9. In hiring and discharging men there shall be no discrimination between union and non-union men, or for any other cause.

10. The following shall constitute legal holidays, namely: Labour Day, Thanksgiving, Christmas, New Year's, Good Friday, Victoria Day, King's Birthday, and Dominion Day.

11. (a) When any difference arises between any employee and the foreman or superintendent, the employee shall have the right to a hearing before the superintendent, and may there have the assistance of a fellow employee in the same elevator chosen by him. If a satisfactory settlement of the difficulty cannot be arrived at by this means it shall be immediately taken to arbitration. For the purpose of such arbitration the employee and the employer shall each, within five days, choose one representative, these two to agree upon a third party. In the event of their being unable to agree upon such third man he shall be named by the Senior or Junior Judge of the District of Thunder Bay. The three men so chosen shall constitute a board of arbitration, and the decision of any two of them shall be final and both parties shall abide by said decision. If the employee has been discharged or suspended and the board of arbitration decides that he shall be reinstated, he will be entitled to his pay for the time lost; but in no case and under no circumstances will a suspended or discharged man have the right to remain at work in the elevator until the arbitration board shall have given their decision.

12. These rules, regulations, and rates of pay shall become effective on and after November 1, A.D. 1918, and shall continue in force until August 31, A.D. 1919, and thereafter unless either party gives to the other notice on or before August 1, 1919, of his or their intention to terminate them on August 31, 1919. If no such notice is given they shall continue in force after August 31, 1919, until terminated by either party giving to the other 30 days' notice. In the event of this schedule of rates, hours of labour, and working conditions being terminated, and the parties not being able to agree upon a new schedule, then both parties agree to submit such dispute to a conciliation board to be appointed by the Minister of Labour.

SCHEDULE "B."

This is Schedule "B" to the report of the Conciliation Board appointed *re* dispute between elevator operators at Fort William and their employees, being members of Local No. 934, International 'Longshoremen's Association.

C. P. R. Elevator A.—Operated by Eastern Terminal Elevator Company.—No water in building. Box closet on ground floor, flushed intermittently; odour bad. No lunch room for men. Water for fire protection in building.

C. P. R. Elevator B.—Operated by Grain Growers Grain Company.—Drinking water supplied in buckets. Box closet in basement, not flushed; odour bad. Water for fire protection in building. No lunch room.

C. P. R. Annex E.—Operated by Grain Growers Grain Company.—No closet; men use closet in B. No water or other accommodation.

James Richardson.—New elevator, Port Arthur.—In course of construction. Closet, wash-room and urinals in concrete room; one for foreigners and other for English-speaking. Separate lunch rooms; heated. Drinking water supplied. All very satisfactory.

Saskatchewan Co-operative Elevator, Port Arthur.—Closet and wash-room and lunch room adjoining; well heated and comfortable; modern plumbing; facilities for heating lunches. City water on. Very satisfactory.

Grain Growers Elevator, Port Arthur.—Outside box closet. Detached lunch room, heated by stove. Drinking water brought in pails from Saskatchewan building. City water not in building, but hydrant about 100 yards away.

C. N. R. Elevator, Port Arthur—Operated by Port Arthur Elevator Company.—Outside box closet on dock for men; door broken. Water closet in engine-room for office staff. Drinking water brought in buckets from Woodside's foundry, about 400 yards. Detached lunch room. No water or washing accommodation supplied. Informed plans out for new building which will contain all modern improvements.

Davidson & Smith's Elevator.—Water closet

for men in engine-room, with wash basin; warm and comfortable. Drinking water has to be carried about a mile. Comfortable lunch room, steam-heated, above garage.

Government Elevator.—One closet and urinal in detached transformer building; warm. Outside box closet on dock also. Drinking water mile away, brought in buckets. At present no lunch room. Detached room now occupied by military guard; can be used for this purpose when guard leaves. This room quite suitable and warmed with cook stove. Room in transformer building not occupied could be used as lunch room. Is also outside closet in detached wooden shack used by men.

Thunder Bay Elevator Company.—Outside closet for men on wharf. Drinking water kept in pail in office. At present no lunch room or washing accommodation. Propose using building now occupied by military guard.

Empire Elevator Company.—Outside closet for men on wharf. Drinking water kept in galvanized iron tank outside. No washing accommodation. No lunch room. Men take meals in engine room.

Grand Trunk Pacific Elevator.—Outside pit closet in unheated building. Washing accommodation in boiler room; hot and cold water. Detached heated lunch room. Washing accommodation there also. Drinking water kept in tank and pails around elevator, with wooden covers.

Roy Elevator.—Outside pit closet. Drinking water supplied at city tap in office. Lunch room, heated, in millwright shop. Intend putting in steam heating in flour mill next spring and will then put in modern improvements.

Parrish Elevator.—Closet and wash-room in detached office building for use of all employees; warm and comfortable. Drinking water in wash-room. Detached lunch room, with stove when required; only one employee takes meals at elevator, and he takes them in office.

C. P. R. Elevator D.—Three-seat warm water closet off engine-room; not particularly clean, but can be made so. Lunch room above carpenter shop, with tables and benches; electrically heated. Drinking water at tap in engine-room, and wash bowl; also one in millwright shop adjoining. Building at present occupied by military guard would make a very suitable and comfortable lunch room for the men when the guard leaves.

Western Terminal Elevator.—Closet in basement of office building, with wash bowl; city water in taps. Separate lunch room for foreigners; others eat in the office and millwright shop.

Fort William Elevator.—Outside box closet on dock. No city water. Drinking water carried in buckets. Men lunch and wash in engine-room. City water 100 yards away.

Consolidated Elevator Company. — Water closet in basement of office building, warm and comfortable, opening from outside, with wash basin there also. Drinking water carried in buckets. City water not on, but electric pump supplies water for closet. Lunch room in detached building with stove heater.

Mutual Elevator Company.—Closets with wash-room and urinal in basement of power-house; warm. Drinking water at tap. Lunch room for foreigners, stove heated. Others lunch in office.

Black's Elevator.—Outside pit closet. Men lunch in outer office, where there is wash-bowl and drinking water. Quite comfortable.

North Western Elevator.—Outside pit closets. Heated lunch room. No washing accommodation. Drinking water brought in buckets from Mutual. City water on in summer, but off in winter. Intend building drier plant in spring, and will then put in modern improvements.

Report of Board in Dispute between the Polson Shipbuilding Company, Toronto Shipbuilding Company, and Dominion Shipbuilding Company, Toronto, and their ship-carpenters, caulkers, joiners and wood-working machinists.

A REPORT was received from the Board established to deal with the dispute concerning wages between the Polson Shipbuilding Company, Toronto Shipbuilding Company, and Dominion Shipbuilding Company, Toronto, and certain of their employees, being ship carpenters, caulkers, joiners and wood-working machinists, members of the United Brotherhood of Carpenters and Joiners of America. The Board was composed as follows: Mr. J. A. McAndrew, chairman, appointed on the joint recommendation of the other two Board members, Messrs. Jas. G. Merrick and John Doggett, nominees of the company and employees respectively. The award, which was signed by the chairman and Mr. Doggett, contained certain recommendations as to the settlement of the dispute. Mr. Merrick did not concur in these findings and presented a minority report and requested that the matter be referred to the Labour Appeal Board.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Polsons Shipbuilding Company, Toronto Shipbuilding Company, Dominion Shipbuilding Company, employers, and certain of their employees, being ship carpenters, caulkers, joiners, and woodworking machinists, members of the United Brotherhood of Carpenters and Joiners of America, employees.

The Honourable the Minister of Labour having, on November 2, A.D. 1918, in pursuance of the provisions of Section 6 of the Industrial Disputes Act, 1907, established a Board of Conciliation and Investigation to be constituted as in the said Act provided, to which Board the above dispute was referred, and the Board so established having been constituted as in the said Act provided by the appointment by the Honourable the Minister of Labour of Mr. James G. Merrick, of Toronto, Ont., and Mr. John Doggett, of Toronto, Ont., as members thereof on the recommendations of the employers and the employees respectively, and of Mr. J. A. McAndrew, as a member thereof upon the recommendations of Messrs. Merrick and Doggett, and the Board so constituted (Mr. J. A. McAndrew being chairman thereof) having forthwith proceeded to deal with the matters referred to in the applications for the appointment of such Board and the statements and declarations accompanying such applications, reports as follows:

1. A preliminary meeting of the members of the Board was held at the office of the chairman, Lumsden Building, Toronto, on November 12, 1918, when it was arranged that the Board should meet at the City Hall, Toronto, on Thursday, November 14, at 10 o'clock a.m., and proceed with the investigation. The Board accordingly met at said time and place, and the respective oaths of office as provided in the Act were taken by the members and filed. There were present, Mr. George McKellar, representing the Dominion Shipbuilding Company, Limited, Mr. H. H. Miller, representing Polsons Iron Works, Limited, (wrongly described in the application as the Polson Shipbuilding Company), and Mr. Manley, representing Toronto Shipbuilding Company, Limited. The Board decided to appoint the following day, Friday, November 15, at 10 a.m., at the same place, to hear any statement or evidence which either party to the dispute might desire to bring before the Board. The Board deemed it expedient with a view to, if possible, bringing about a settlement of the dispute, which was one only in regard to the rate of wages, to ascertain what other, if any, matters were in dispute between the parties. A draft agreement submitted by the employees to the employers and including, in addition to a clause providing for wages at the rate of 80c per hour, clauses dealing with the number of hours to constitute a day's work, night shifts, overtime allowance, work on holidays, duration of agreement, settlement of grievances and other matters, was produced. The balance of the morning session on November 14 was occupied in ascertaining the views of the employers' representatives on the various clauses. During the afternoon of that day the members of the Board visited successively the yards and works of Dominion Shipbuilding Company, Limited, Polsons Iron Works, Limited, and Toronto Shipbuilding Company, Limited, all situated on the water front of the City of Toronto, and familiarized themselves with the character of work being done by the employees and the conditions under which such work was carried on.

3. On Friday, November 15, at 10 a.m., the Board again met at the City Hall, Toronto, there being present the same representatives of the employers as on the previous day; and as representatives of the employees, Messrs. F. Watkinson and John Cottam, business agent and secretary respectively of the organization to which the employees are

attached. After statements by Messrs. Watkinson and Cottam setting forth the claims of the employees for increase of the wage rate and the reasons therefor, and efforts made to adjust the dispute before making application under the above Act, the following witnesses in support were called and examined: Messrs. Ernest Davis, employee of Toronto Shipbuilding Company; John Stavert and John Stewart, employees of Polsons Iron Works, Limited, and John Raymond and John Ewan, employees of Dominion Shipbuilding Company, Limited. Statements setting forth what were claimed to be the necessary annual outlay for food, clothing, rent, etc., for an average family of the employees, and the tools and cost thereof, necessary for such employees, and a copy of an agreement signed on behalf of Dominion Shipbuilding Company, Limited, and of the employees were filed. Statements in answer to what had been put forward on behalf of the employees were made by the several representatives of the employers present, and subsequently Mr. Manley submitted lists of tools and value thereof said to be owned by the various employees of Toronto Shipbuilding Company, Limited. The Board, before adjourning at 5 p.m., announced that it would meet the following day at 11 a.m. to consider the draft agreement submitted on behalf of the employees to the employers prior to the application for a Board of Conciliation, and the objections thereto made by the employers, and would endeavour to draft such amended agreement as might be acceptable to both parties, the same to be submitted at a meeting of the Board at the same place on Monday, November 18, at 10 a.m., at which representatives of the employers and employees would be present.

4. The Board met at the City Hall on Saturday, November 16, and during its session, between 11 a.m. and 1 p.m., prepared a draft agreement covering all the matters referred to in the agreement submitted by the employees, the rate of wages being left blank.

5. The Board met at the City Hall on Monday, November 18, at 10 a.m., there being present, in addition to all the members of the Board, Messrs. Manley and Miller on behalf of the employers, and Messrs. Watkinson, McCallum and Day, of Toronto District Council of Carpenters, on behalf of the employees. The suggested agreement drafted by the Board was considered clause by clause. After some alterations had been made, most of the clauses were acceptable to both parties, but upon the vital matters of hours to constitute a day's work, the rate of wages and the duration of the agreement, the parties could not agree. After a full day's session and every attempt made to effect a settlement of the dispute referred to the Board, and incidentally of other matters which might be cause of friction or dispute, and neither party having any further evidence or information to lay before it, the Board announced that it would fully consider the matter in dispute and make its report to the Honourable the Minister of Labour as expeditiously as possible.

6. During the enquiry into the dispute and all matters affecting the merits and a right settlement thereof, the following facts and circumstances were ascertained:

(1) An agreement, a copy of which is annexed to this report and marked "A", was entered into between Dominion Shipbuilding Company, Limited, and Local Union No. 1756, Ship Carpenters, Joiners and Caulkers and Wood-working Machinists, and the two other companies, parties to this dispute, although not having executed such agreement, were complying with the terms thereof when this dispute arose.

(2) When this dispute arose the rate of wages being paid these ship carpenters, joiners, caulkers, and woodworking machinists was 55 cents per hour.

(3) On behalf of these employees a new agreement, a copy of which is annexed and marked "B", was submitted to the employers, and attempts made by con-

ferences between representatives of the employees and representatives of the sevral employers to arrive at a settlement of this dispute.

(4) None of the employers would agree to accede to the claim made on behalf of the employees for a wage rate of 80 cents per hour. Dominion Shipbuilding Company, Limited, offered a flat rate of 70 cents per hour, which offer was subsequently made conditional upon the other employers paying the same rate. This company has been paying for a short period prior to the reference of this dispute to this Board to some of these employees wages at the rate of 70 cents per hour, and to the others of their employees wages at the rate of 65 cents per hour. A representative of Polsons Iron Works, Limited, during negotiations for settlement of the dispute prior to application and reference thereof to a Board of Conciliation offered a rate of 67½ cents per hour, which offer was subsequently amended by the company to 65 cents per hour. Toronto Shipbuilding Company, Limited, offered during such negotiations a rate of 65 cents per hour, and at the time when application was made for a reference to a Board was paying some of their employees 65 cents and others 60 cents per hour.

(5) After htis Board had been constituted, and before its first session was held, the armistice between the Allies and Germany was signed, and in view of the changed conditions which it was thought would arise by reason of the probable early proclamation of peace, the employers declined to renew the offers made as set forth in the preceding paragraph hereof and withdrew same, claiming that the rates prevailing before the dispute arose should prevail.

(6) Until the month of April, 1918, the rate of wages of these employees was 45 cents per hour.

7. The Board met at the office of Mr. Merrick on November 19, and during a session, from 11 a.m. to 1 p.m. and from 2 to 3 p.m., having carefully enquired into the dispute and all matters affecting the merits thereof, and having made all such suggestions and done all such things as it deemed right and proper for inducing the parties to come to a fair and amicable settlement of the dispute, considered the matter fully and endeavoured to arrive at unanimous findings from the facts and circumstances and recommendation for settlement of the dispute according to the merits and substantial justice of the case.

8. The Board adjourned to meet again on November 20, at 2 p.m.

9. The undersigned members of the Board find and recommend:

(1) That none of the employers should reduce the wages of any of their employees below the rate being paid by it on November 11, 1918.

(2) That in order to standardize wages as far as possible, such of the employers as were on November 11, 1918, paying their employees a rate of wages lower than 65 cents per hour should pay a minimum rate of 65 cents per hour.

(3) That the rates mentioned should be paid as and from the date of the order of the Honourable the Minister of Labour establishing this Board, namely, November 2, 1918.

(4) That the rates mentioned should continue for a period of six months from November 11, 1918, and for successive periods of six months after May 11, 1919, unless either party shall have given to the other at least 30 days before May 11, 1919, or before the expiration of any of such successive periods of six months, notice of his desire to change such rates, in which event the rates mentioned should be no longer binding upon either party at the expiration of the period during which such notice is given.

All of which is respectfully submitted to the Honourable the Minister of Labour.

(Sgd.) J. A. McANDREW,
Chairman.

(Sgd.) JOHN DOGGETT,
Member of the Board.

November 20, 1918.

"A".

INTERIM AGREEMENT.

Schedule of wages and hours entered into by and between shipbuilding companies in Toronto, known as the Party of the First Part and Local Union No. 1756, Ship Carpenters, Joiners and Caulkers, and Woodworking Machinists, known as the Party of the Second Part.

1. This agreement shall cover the period as from April 22, 1918, until such time as the shipbuilding companies and shipbuilding employees agree upon a standard wage for all ship carpenters, joiners and caulkers, and woodworking machinists, covering the territory from Port Arthur to Kingston, Ont., but under no circumstances will this agreement be operative beyond April 21, 1919.

2. Wages under this agreement for ship carpenters and joiners and caulkers and woodworking machinists shall be 55 cents per hour. Nine hours per day for first five days of week and 4½ hours on Saturday, making in all 49½ hours per week. The overtime rates shall be as follows: Time and one-half shall be paid for all time between 5.30 p.m. till 12 p.m. for first five days of week, and from 12 noon till 12 p.m. Saturdays. All work performed on Sundays and public holidays, also between the hours 12 p.m. and 7.30 a.m., to be paid at the rate of double time. The following public holidays shall be observed by both parties: New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day.

3. It is hereby further agreed that representatives of Local Union, No. 1756, of Ship Carpenters, Joiners, Caulkers and Woodworking Machinists shall be allowed access to the yard office, to the yards or shops, at all times. Proper credentials shall be furnished such representatives.

Signed on behalf of Party of the First Part of this agreement:

.....

Signed on behalf of Party of the Second Part of this agreement:

.....

"B".

AGREEMENT.

This agreement entered into by and between ..... Shipbuilding Co. of ....., Party of the First Part, and Local Union No. 1756, U. B. C. and J. of A., also of the city of Toronto, Party of the Second Part.

1. The following conditions shall take effect ....., 1918:

2. Wherever the term carpenters and joiners is used in this agreement it shall mean and include all carpenters, joiners, caulkers, woodworking machinists and other woodworkers, as defined in the general constitution of the U. B.

3. Nine (9) hours shall constitute a full day's work or shift from Monday until Friday, inclusive, to be worked between the hours of ..... a.m. and ..... p.m. On Saturdays half day only shall be worked, quitting time then being 12 noon.

4. More than one shift may be worked whenever deemed necessary by the company, when the hours may be as mutually arranged, but not to exceed in number on any shift more than those mentioned in clause 3. Night shifts shall only be worked five nights per week, and the men so engaged shall receive 10 per cent additional to the ordinary day rate. All overtime on night shifts shall be paid for at double time of the ordinary day rate.

5. All time worked in excess of the hours named in clause 3 shall be considered as overtime and paid for at the following rates: From quitting time until 10 o'clock p.m., at the rate of time and one-half. After 10 p.m. until starting time, all Sundays and the following holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Thanksgiving Day, and Christmas Day, shall be paid at the rate of double time. Men called upon to work during the regular noon time shall be paid for such work at the rate of time and half.

6. No work shall be done on Labour Day, except for the saving of life or property, when double time shall be paid.

7. The minimum rate of wages for all carpenters, joiners, etc., as defined in clause 2, shall be not less than 80 cents per hour.

8. All employees shall be paid on a regular pay day at least once every two weeks, in the company's time, and not more than three days shall be kept back.

9. Any man laid off, discharged, or quitting of his own volition, shall receive all that is due him immediately on the termination of his employment whenever possible, but in any event within twenty-four (24) hours.

10. Any complaints and grievances shall be adjusted, if possible, by the foreman in charge. Failing such adjustment, then the representative of the men shall endeavour to reach an adjustment with the employer. Whilst negotiating a settlement of any grievances or complaint in accordance with this clause, there shall be no lockout or strike.

11. Representatives of the carpenters' organization shall be allowed access through the office to the yards or ships at all times. They shall be furnished proper credentials.

12. The employer will acquaint the organization of his requirements as to additional carpenter help, and the organization will assist at all times in providing the necessary number of qualified men.

13. Men engaged upon repair work in or for vessels under repair shall receive 5 cents per hour extra, and double time for all overtime based on the rate mentioned in clause 7.

14. Men sent to work outside their home ports shall receive wages, transportation, and a reasonable allowance per day from the time of leaving their home ports until the time they return.

Signed on behalf of Local Union, No. ....., U. B. of C. and J. of A.:

.....

.....

For the ..... Shipbuilding Co., Ltd.:

.....

(Clause 13 of the above draft agreement is included in this certified copy. It should be, however, noted that against the clause in question appears the marginal note "waived." It is not clear if it is intended that clause 13 should become a portion of the draft agreement.)

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and *re* differences between Polson Iron Works, Limited, the Dominion Shipbuilding Company, Limited, the Toronto Shipbuilding Company, Limited, and certain of their employees, being ship carpenters, caulkers, joiners, and woodworking machinists, members of the United Brotherhood of Carpenters and Joiners of America.

To the Honourable Gideon Robertson,
Minister of Labour,
Ottawa, Ont.

Sir,—

I have the honour to submit the following Minority Report as a member of the Board of Conciliation and Arbitration appointed to settle, if possible, the wage scale between the woodworkers employed on ship construction and the above mentioned firms.

The demand for an increased wage scale was submitted to the firms prior to the date of the armistice which terminated active hostilities in connection with the war, which had such an important bearing on the industrial situation in Canada. Previous to applying to the department for a Board of Conciliation, it is true that various proposals and counter-proposals were discussed between employers and the representatives of the workmen for increases, which could not satisfactorily be adjusted owing to the inability of the firms and men arriving at a basis that could be acceptable to both parties.

It was brought out in evidence that the minimum rate for the classes of men under discussion was 45c an hour until April of 1918. At that time a provisional agreement was entered into, which is set forth in full as Exhibit "A" of the Majority Report, under which the rate was established at 55c per hour, with a proviso under paragraph No. 1 that the agreement was not to be operative beyond April 21, 1919. This agreement was signed by the Dominion Ship-

building Company, but its provisions were agreed to and were being followed by the two other firms without objection.

Taking advantage of the shortage of men and the urgency of the shipbuilding work, the men made individual demands in the yards, with the result that they succeeded in forcing the wages up in the Dominion Shipbuilding Company to 65c and in a few cases to 70c an hour, and at the Toronto Shipbuilding Company to 60c and 65c an hour.

Disregarding the terms of the agreement under Section "A," which looked for the continuance of the basic rate at 55c until April 21 of 1919, the demand was then made for a minimum rate of 80c an hour. The demand for such an extraordinary increase was looked upon as unreasonable by even some of the executive officers of the union.

In considering the facts before the Board, it was shown in evidence that under existing agreements groups of workmen allied with other unions were working on scales of wages more or less in conformity one with another. It was shown that the machinists were under an agreement for a minimum of 55c an hour, the boilermakers at 55c with 3½c an hour increase granted in October of 1918, or 58½c, and with the privilege of hiring new men at 55c. Moulders' and coremakers' rate was shown to be 60c. By the recent appeal award for blacksmiths their rate was established at 62½c.

All these rates were established under war conditions and in face of the fact that men were being taken constantly from the trade and drafted to military service, while at the same time there was the greatest pressure for war production.

The whole industrial situation in Canada has changed since the armistice has been signed. The rate for common labour has already dropped 5c, and men are being engaged, where agreements do not exist, at rates of wages in some cases 10c below the rate paid three weeks ago.

In my opinion there was no necessity to increase the basic rate from 55c to 65c an hour. If it had been considered advisable to increase the rate at all, it could have been adjusted on the 55c minimum. The workers at the 55c rate had already received a 22 per cent increase, and at 65c it means an increase from April of upwards of 44 per cent. This is a rate of advance entirely out of proportion with any claim made on the basis of cost of living, and can only be justified by reason of organization pressure, and not by any condition of the labour market.

I wish to acknowledge my appreciation to the chairman, Mr. McAndrew, and to my associate, Mr. Doggett, for the friendly conferences in connection with the Board, and for the fair manner in which they received the evidence submitted by both sides.

All of which is respectfully submitted.

(Sgd.) JAMES G. MERRICK,
Representaive for the employers.

Toronto, November 25, 1918.

INDUSTRIAL DISPUTES DURING NOVEMBER, 1918

ELEVEN strikes, affecting approximately 3,415 employees, were reported as having commenced during November. There were in existence at some time or other during the month 23 strikes, directly affecting 4,330 workpeople. The total time loss on account of industrial disputes was estimated at 36,843 working days, as compared with 65,969 in October, 1918, and 29,455 in November, 1917. The time loss occasioned by the 11 strikes which began in November was 18,142 working days, while a loss of 18,701 is charged to the 12 strikes commencing prior to November. Termination of disputes was reported in the case of six of the disputes commenced prior to November. Six of the strikes which commenced during November terminated during the month, leaving the following 11 strikes, affecting approximately 1,384 workpeople, on record November 30: pottery workers, St. Johns; iron shipbuilders, Lauzon; moulders, Sarnia; cigarmakers, Hamilton, London, and Montreal; laundry workers, Vancouver; waiters and waitresses, Regina; plumbers and steamfitters, London; moulders, London and Vancouver; pulp and paper workers and boilermen, Ottawa, and coal handlers, St. John, N.B.

Disputes by Industries

The following is a review of the disputes by industries in the order in which these appear in the statistical table. A brief summary is given of the more important strikes.

MINES, METALS, QUARRIES AND CLAY PRODUCTS.—There were four strikes in existence, involving 498 employees and a time loss of 4,477 working days. One of these strikes, that of pottery workers at St. Johns, Que., was carried over from the previous month's record and remained unsettled. The other three strikes, affecting western coal miners, arose during November. The first of these strikes, that at Rosedeer Mine, Wayne, Alta., arose through the men's objection to a system of dockage put into effect by the company without notice. The matter was settled by arbitration shortly after the men went out. Employees in other collieries at Wayne came out in sympathy with those of the Rosedeer Mine, but returned to work upon the settlement of that difficulty.

BUILDING AND CONSTRUCTION.—One strike commenced during the month and remained unsettled, that of plumbers and steamfitters at London, Ont. This dispute involved 30 employees and a time loss of 180 working days.

METALS, MACHINERY AND CONVEYANCES.—The largest number of strikes upon the month's record appear in this group, with seven strikes in existence, involving 579 employees and 10,122 working days. Four of the strikes, namely, painters at Toronto; pipe-

fitters, Nobel; iron shipbuilders, Lauzon, and moulders at Sarnia, were carried over from the previous month's record. The first two strikes were unterminated, but the last two were settled during the month. Three strikes, namely, moulders at London and Vancouver, and rivetters at New Glasgow, commenced during November. In the latter case a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act was established, but a settlement was subsequently reached by direct negotiations.

Pulp and paper.—There was one strike in this group—pulp and paper workers at Ottawa—involving 454 employees and a time loss of 4,994 working days. In this case the employees applied for a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, but as the industry was one to which the provisions of the Act could be applied only by the joint consent of the parties, and the employers not consenting, no Board could be established; the strike was still in effect at the close of the month.

Clothing.—There were two strikes in the clothing group, tailors at Brockville and Ottawa, which involved 99 employees and 510 working days. Both of these strikes were terminated.

Textiles, cordage and carpets.—A strike of knitting mill operatives at Toronto, which commenced last spring and involved 88 employees and a time loss of 2,288 working days, was regarded as terminated at the end of November, the employees having secured work elsewhere and conditions apparently being no longer affected.

Foods, liquors and tobacco.—In the food and tobacco group there was one strike, that of cigarmakers at Hamilton, London and Montreal, carried over from the previous month's record. During November there were but 21 employees affected, involving a time loss of 546 working days, a large number of the employees having secured employment elsewhere.

Transportation.—In transportation there were three strikes in existence, involving 2,200 employees and 6,800 working days. All of these strikes arose at St. John, N.B., during November. Freight handlers to the number of 800 presented a demand for increased wages according to the McAdoo award, and after being out for three days a compromise was reached whereby the men received a partial increase. Following the strike of freight handlers, about 1,200 'longshoremen ceased work, but went back after a few days, having also received a partial increase. About the same time 200 coal handlers who had been negotiating with shipping companies for something in regard to increased wages, ceased work. The employees had applied for a Board under the Industrial Disputes Investigation Act, which was established, but while Board representatives were arranging as to a chairman the men ceased work, and were still out at the end of the month.

Public Utilities.—In public utilities there was one strike—telephone employees at Regina—which was carried over from the previous month's record. This dispute was settled by negotiations, the employees returning to work upon being promised an increase.

Miscellaneous. — There were two strikes in existence—laundry workers, Vancouver, and waiters and waitresses, Regina, involving 211 employees and 5,486 working days; both carried over from the previous month's record and both unterminated.

INDUSTRIAL DISPUTES DURING NOVEMBER, 1918

Industry or occupation	Particulars.	No. of employees affected	Time loss in working days
	DISPUTES COMMENCING PRIOR TO NOVEMBER, 1918.		
MINES, SMELTERS, QUARRIES, AND CLAY PRODUCTS:—			
Pottery Workers, St. Johns, Que.	Commenced November, 1913. Against reduction in wages. Unterminated.	51	1,326
METALS, MACHINERY AND CONVEYANCES:—			
Iron shipbuilders, Lauzon, Que.	Commenced July 26. Demand for reinstatement of dismissed employees and for recognitionof International Union. Unterminated.	239	6,214
Moulders, Sarnia, Ont.	Commenced September 12, for increased wages and recognition of Union. Unterminated.	9	234
Painters, Toronto, Ont.	Commenced September 28. Protest against the use of a spraying machine. Employees secured work elsewhere.	22	572
Pipefitters, Nobel, Ont.	Commenced June 29. demand for increased wages. Firm reduced staff; men left district. Settled November 1.	25	25
CLOTHING:—			
Tailors, Brockville, Ont.	Commenced September 3, demand for increased wages. Strikers' places filled and conditions no longer affected.	13	338
Tailors, Ottawa, Ont.	Commenced October 12. Demand for increased wages. Agreement signed and increase granted. Work resumed November 4.	86	172
TEXTILES, CORDAGE AND CARPETS:—			
Knitting Mill operatives, Toronto, Ont.	Commenced June 12. Demand for increased wages. Employees secured work elsewhere.	88	2,288
FOOD, LIQUORS AND TOBACCO:—			
Cigarmakers, Hamilton, London & Montreal.	Commenced July 11. Employees at Hamilton presented demands for increased wages and one company operating at Hamilton, London and Montreal closed its doors. General strike or lockout unterminated.	21	
PUBLIC UTILITIES:—			
Telephone employees, Regina, Sask.	Commenced October 23. Government refused to grant Arbitration Board or accept new wage schedule. Settled by negotiations; employees were promised an increase, and work resumed November 11	150	1,500
MISCELLANEOUS:—			
Laundry workers, Vancouver, B.C.	Commenced September 9. For increased wages and Union conditions. Unterminated.	161	4,186
Waiters and waitresses, Regina, Sask.	Commenced September 11. Demands for reduction in working hours. Unterminated.	50	1,300
	DISPUTES COMMENCING DURING NOVEMBER, 1918.		
MINES, MELTERS, QUARRIES, CLAY PRODUCTS, ETC.:—			
Coal miners, (Rosedeer Mine) Wayne, Alta.	Commenced November 18. Men objected to system of dockage put into effect by Company without notice. Settled by Arbitration. Work resumed November 28.	150	1,200
Coal miners, (Western Commercial Co., Ltd.) Wayne, Alta.	Commenced November 18. In sympathy with miners' strike at Rosedeer Mine. Work resumed November 28.	200	1,600
Coal miners, (Excelsior Collieries, Ltd., Peerless Coal Co., Ltd., and Hamilton Coal Company), Wayne, Alta.	Commenced November 18. In sympathy with the coal miners' strike at Rosedeer Mine. Work resumed November 22.	97	291
BUILDING AND CONSTRUCTION:—			
Plumbers and steamfitters, London, Ont.	Commenced November 25. For an increase in wages. Unterminated.	30	180
METALS, MACHINERY AND CONVEYANCES:—			
Moulders, London, Ont.	Commenced November 22. Demand for closed shop and recognition of Union. Unterminated.	32	256
Moulders, Vancouver, B.C.	Commenced November 22. Demand for an increase in wages. Unterminated.	137	1,096
Rivetters, Eastern Car Company, New Glasgow, N.S.	Commenced November 14. Demand for increased piece work rates. Work resumed November 30.	115	1,725
PULP AND PAPER:—			
Pulp and paper workers and boilermen, Ottawa, Ont.	Commenced November 19. Demand for increased wages and better working conditions. Unterminated.	454	4,994
TRANSPORTATION:—			
Freight handlers, St. John, N.B.	Commenced November 22. Demand for increase in wages according to the McAdoo award. Compromised; rates increased 12 cents a day. Work resumed November 26.	800	2,400
Longshoremen, St. John, N.B.	Commenced November 27. For increased wages. Partial increase granted. Work resumed November 30.	1,200	3,600
Coal handlers, St. John, N.B.	Commenced November 27. Demand for increased wages. Unterminated.	200	800

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1*

THE Canadian Railway Board of Adjustment No. 1 rendered decisions in five cases during November. These comprised the Quebec Railway Light and Power Company and locomotive engineers, conductors and trainmen; the Canadian Northern Railway and telegraphers; the Great North Western Telegraph Company and employees; the Canadian Pacific Railway and freight handlers and station employees; and the Dominion Atlantic Railway and locotive engineers, firemen and conductors.

Case No. 10—Quebec Railway Light and Power Co. and locomotive engineers, conductors, and trainmen

Case No. 10 had reference to the rates of pay of employees on the railway line of the Quebec Railway Light and Power Company. The employees contended that the percentage of increase provided for in the McAdoo Award should be added to the hourly rates that were in effect on their line in 1917 agreements, and that any other application of the McAdoo Award increases would not be dealing fairly with the men in the classes of service mentioned, because it would leave the hourly rates for several classes very low in comparison with standard rates for similar classes of employees on other lines in and around Quebec. They claimed that the spirit and general intent of the McAdoo Award provide for equal pay for equal work and that the various employees should now be conceded a wage rate at least nearly in proportion to the rates paid for similar classes in neighbouring lines. On the other hand, the company contended that the increases provided for in the McAdoo Award should be applied to the schedule in effect in December, 1915; and further submitted that the employees had been paid from August 1, 1918, the percentage increases provided for in the McAdoo Award on the average hourly rates that had been in effect on the line in 1915.

The Board, finding it impossible to reconcile the varied contentions, appointed a sub-committee to meet the officers of the company and the committee representing the employees in an effort to arrange some basis of settlement. It was agreed that if a satisfactory settlement could not be reached, the remaining ten members of the Board would render final decision of the Board on any unsettled questions. After several hours' conference, the following rates of wages per hour were accepted by both parties:

Steam or Electric Way Freight: conductors, 48c; engineers or drivers, 49c; experienced brakemen, 36c; firemen, 36c.

Passenger and Work Steam Trains: conductors, 45c; engineers, 49c; experienced brakemen, 33½c; firemen, 33½c.

Electric Locomotive Passenger or Work Trains: conductors, 45c; drivers, 45c; experienced brakemen, 33½c; trolleymen (usually a fireman), 33½c.

Electric Trains: conductors over one year in service, 42c; conductors less than one year in service, 39c; drivers, 42c; experienced brakemen, 30½c.

The sub-committee advised that certain of the above rates were increases over and above those provided for in the McAdoo Award, and that the company's officers contended that such additional increases should be made effec-

*For other proceedings see LABOUR GAZETTE, October, 1918, pp. 821-2, and November, 1918, pp. 976-9.

tive from September 15, 1918, while the employers contended that the additional increases should be effective as of August 1, 1918. It was agreed to submit this point to the Board at a meeting from which the members of the sub-committee were excluded.

The decision of the Board was as follows:

The Board confirms the wage rates per hour for the various classes of employees specified above, as agreed to between the company and the employees. The Board decides that the additional increases (over and above the amounts provided for by the application of the McAdoo Award to the 1915 wage rates) shall be made retroactive to September 15th, 1918.

Case No. 11—Canadian Northern Railway (Western lines) and railroad telegraphers

Case No. 11 dealt with a dispute as to whether railroad telegraphers on the western lines of the Canadian Northern Railway should be paid for time lost when being transferred from one office to another. This point is governed by Article 7 of the telegraphers' schedule, which is as follows: "When a telegrapher is tranferred by order of the proper official he will suffer no loss of schedule wages in consequence thereof, and will be allowed reasonable time (not to exceed four days and without pay) to arrange for the shipment of his household goods." The men claimed that they should suffer no loss of schedule wages while transferring and travelling from one position to a new one which they had accepted on a bulletin issued by the company. The company, on the other hand, claimed that the men should transfer to positions for which they had applied in response to a bulletin on their own time, and not at any expense to the company, except where they are transferred for the company's convenience.

The decision of the Board was as follows:

In view of the representations of the men that the rule in dispute was incorporated in the Canadian Northern Schedule in toto from the C. P. R. Schedule, which was not disputed by the Company's representative, the Board's opinion is that the same application should be given to the Canadian Northern Railway as is in effect on the Canadian Pacific Railway. Upon enquiry the Board finds that a definite understanding exists as to the interpretation of the C. P. R. Article, which is follows:

"A telegrapher who loses no time from work during the month is entitled to full pay for the month, even though he be transferred from one station to another, and it is necessary to pay two telegraphers at the stations from which, and to which, he is transferred, while transfers are being made. It is not claimed that any additional time should be paid while travelling, at night, for instance, and it is pointed out that in almost all cases the distance is so short that there need be no loss of time.

"If the train service is such that a telegrapher being transferred from one point to another on his own district must spend a day travelling, he would, of course, suffer no loss of schedule wages in consequence thereof."

The Board also finds that under the second clause of this interpretation, telegraphers on the Canadian Pacific Railway are protected against loss of pay for time occupied in transferring from point to point on their own General Superintendent's District.

The decision of the Board, therefore, is that the above interpretation should apply to Article 7 of the Canadian Northern Railway (western lines) Telegraphers' Schedule.

Case No. 12—Great North Western Telegraph Co. and employees

Case No. 12 deals with various matters in dispute between the Great North Western Telegraph Company and its telegraphers, linemen and other employees. The principal questions at issue were the definition of "commercial telegraphers," the inclusion in the wage schedule of certain officers that had not been placed on a percentage basis, the inclusion of sub-chiefs in the wage schedule, the inclusion of gang foremen in the linemen's schedule, the wages of dis-

trict linemen, the date from which the schedule shall be effective, and the employment of students.

With regard to the definition of "commercial telegraphers", the decision of the Board was as follows:

Employees assigned to the commercial telegraph service, whether operated by the Morse system, telephone or any automatic device of any character, or who are required to devote any portion of their time to the transmission or receiving of telegraph matter by any device whatsoever (not including agents, wire chiefs, traffic supervisors or traffic chiefs having authority to hire or discipline employees) will be considered commercial telegraphers within the meaning of the schedule. This does not apply to employees handling such matter by telephone during the act of filing for transmission or delivery. Note.—The Board rules that the company and the committee shall jointly decide for each point what employees con consistently be regarded as having authority to hire or discipline employees.

With regard to the inclusion of certain offices in the wage schedule and the adoption of a scale of salaries proposed by the men, the decision of the Board was as follows:

That managers, agents, and such employees as hold the combined position of manager and operator, or agent and operator, at points where only one operator besides themselves is or may be employed, as well as all operators devoting their time exclusively to the company's work, shall be included in the wage schedule at rates ranging up from $75.00 per month in all offices, except that at certain city branch offices the minimum may be $70.00 per month. This does not apply to commission offices. That ticker operators be included in the wage schedule at a minimum of $60 per month.

From this decision, the company and the men agreed upon rates for all the places named in the proposed scale submitted by the men, with the exception of Calgary, Edmonton, Regina, Moosejaw, Oshawa and St. Catharines, and the rate for chief ticket inspector at Toronto. Rates for these places were fixed by the Board.

During these negotiations a question arose as to the right of the company to have clerks or messengers transmit or receive messages on the wires, the company contending that in offices where there was only an agent-operator such clerks or messengers could be put on the wires without coming under the minimum wage of $75. The men contended that clerks or messengers who devoted any portion of their time to wire work should be classed as Morse telegraphers, and that the minimum salary should apply. On this question the Board ruled that "it is not the intention or desire of the Board to stultify ambition or desire on the part of the clerks or messengers to learn telegraphy, or to prohibit office staffs from lending consistent aid in such direction, but that any such clerks or messengers who are required to perform any portion of their regular service as telegraphers, shall be paid the minimum rate applicable to such position."

With regard to the inclusion of certain sub-chiefs in the wages schedule, the Board referred to their decision on point No. 1, relating to the definition of "commercial telegraphers."

With regard to the inclusion of gang foreman in the linemen's schedule, the Board ruled:

That the position of general foreman shall not be included in the schedule. That gang or permanent foremen and cable splicers shall be included in the schedule and that their rates shall be $115 per month and board, which rates shall be subject to adjustment in the same manner as provided for in decision on point five (relating to wages of district linemen).

The men proposed a wage scale for district linemen of $125 per month and expenses at Montreal and Toronto, and $115 at all other points. The company proposed another scale ranging from $90

to $115 per month. The decision of the Board was:

That rates of pay for linemen shall be established in accordance with the offer of the company with a minimum af $95 per month, which rates shall be adjusted to the same basis and from the same date as revised rates for similar classes of service in corresponding territory are put into effect, which the Board has reason to believe will be accomplished in the near future. Rates as established shall be for the position and not for the individual.

With regard to the date from which the wage schedule should be effective, the Board ruled "That the effective date shall be September 1, 1918."

The company proposed a new rule permitting the employment of Morse students limited in number to 15 per cent of the Morse staff, the students to be paid according to their ability and to be retained in this classification for not longer than one year. The men objected to this rule, and the proposition of the company was denied by the Board.

Case No. 13—C. P. R. Co. (Western lines) and freight handlers

The principal matter in dispute between the Canadian Pacific Railway and freight handlers arose out of a strike* which began at Calgary on September 21, at the conclusion of which a month later the question of the reinstatement of twenty-five employees was left to the Canadian Railway Board of Adjustment No. 1. The Decision of the Board was as follows:

The issue on this point grows out of a claim by the freight shed employees at Calgary, that the company must promote the senior shed checker to assistant shed foreman, or at least offer such position to such senior checker. In the judgment of this Board, the representatives of the employees who waited upon the agent on September 31st, 1918, in connection with this matter, assumed an arbitrary and extreme position that cannot, by any line of consistent reasoning, be sustained.

The Board holds that the employer (the company) has been, and very properly is generally conceded the right to determine who shall be appointed to official positions in the service of the company. The employees' committee do not appear to have adhered to their own stated principle of recognizing "fitness and ability," unless by their attitude they intended to decide that the men should be the judges of "fitness and ability," rather than the officers of the company.

On the other hand, however, the agent was, in the judgment of the Board, lacking in the exercise of the diplomatic patience necessary in dealing with the committee. In stating his position it should have been self-evident that diplomacy and patience were required in dealing with a situation where all the employees of the freight shed had been worked up to the point of stopping in order to show their resentment to the position taken by him.

Both the employees concerned and the agent should have recognized the controversies involved as small and unimportant in comparison with the paramount issues before all Canadian citizens at the time, and all interested should have realized as stated in P. C. 1743, "the necessity of steady work and close and sympathetic co-operation between employers and employees to secure maximum results from war efforts."

The employees' representatives concerned in the commencement of this controversy cannot be excused by any alleged existing conditions, either real or imaginary, for the position taken in permitting the employees in the freight sheds at Calgary to leave the company's service on account of the circumstances involved. The entire occurrence from its inception and for almost one month thereafter was handled by the employees in an unbusinesslike and unstable manner that could not tend to inspire proper confidence and co-operation between employers and organized labour.

The Board finds no reasonable justification for this unfortunate and unnecessary occurrence. The freight shed and other employees at Calgary had no right to stop work at such a time and on such a pretext, and the employees at other points on C.P.R. (Western lines) were not justified in making a bad situation worse by withdrawing from the company's service later, and thereby appearing to countenance the unwarranted action taken by the employees at Calgary.

*See LABOUR GAZETTE, October, 1918, p. 819, and November, 1918, p. 974.

The Board finds, however, that on October 22nd an agreement was reached providing for the return to the company's service, without prejudice, of all employees at Calgary with the exception of twenty-five.

It has not been claimed or shown that any of the twenty-five persons held out of service were involved, nor were they to any extent more guilty of improper acts than the remaining employees who were returned to service on October 22nd. The Board, therefore, now decides that these twenty-five employees shall be returned to the service of the company at Calgary (without pay for lost time) not later than December 15th, 1918, in positions not less remunerative than positions they previously held, such employees to retain any seniority rights they may previously have held.

The second question in dispute had reference to the date when the increased rates under the McAdoo Award should be made effective. It was claimed by the men that in 1917 agreements were made covering certain freight shed employees at Winnipeg, Calgary, Medicine Hat, Lethbridge and Vancouver, that other employees were subsequently taken into membership, and in February, 1918, the various local organizations formed a Western Federation, which became affiliated with Division No. 4, Railway Employees' Department, that the company was notified of this towards the end of March, 1918, and was also so advised by the Secretary of Division No. 4, Railway Employees' Department on presentation of a schedule. The employees considered that these advices terminated existing agreements from April 30, 1918, and therefore the increased rates should date from May 1. The company contended that it did not receive any formal notice of the cancellation of these agreements, and the increases should therefore be made effective from August 1, 1918.

The decision of the Board was as follows:

Notwithstanding that the freight shed employees covered by local schedule agreements at Winnipeg, Calgary, Medicine Hat, Lethbridge and Vancouver, did not, as such, serve notice in proper form for the opening of their schedule agreements for revision as from May 1st, 1918, it is the opinion of this Board that these employees in good faith believed that the required notices had been given in the notifications served upon the company in connection with the proposed Western Lines Federation of Freight Handlers, Clerks and Station Employees.

The Board, therefore, decided that the application of the increases under the so-called McAdoo Award (General Order 27) to those freight shed employees specifically named in the agreements for the five places mentioned, should be effective from May 1st, 1918, pursuant to the Order of the Canadian Railway War Board that the increases would be made effective from the date of expiry of agreements dating back not earlier than May 1st, 1918.

The third point at issue was a claim made by the men's organization that the company's officers refused to meet a committee representing employees on western lines to discuss the schedule. From a statement of the Board it appears that at several important terminals on the western lines of the railway there had been in effect local schedule agreements relating to certain specified freight shed employees, which were subject to revision on May 1, 1918, upon thirty days' notice being given prior to that date. In March, 1918, at a meeting in Calgary it was decided to draw up a general schedule for railway clerks, freight handlers and station employees, and the proper local officers of the company were notified to this effect. These officials appear to have indicated a readiness to enter into discussion with the committee representing the employees in each branch of the service, and especially in the freight sheds where local schedules had been in effect which the employees intended to revise and enlarge.

The following decision was given by the Board on this point:

The issue involved appears to be one of lack of understanding or proper effort on the part of those concerned. The position of the employees' committee and their intentions or desires do not appear to have been clearly set forth in correspondence, and the connection of the organization involved does not appear to have been clearly established at the commencement of the efforts wihch it is stated by the employees were put forth to bring about a schedule revision that would be applicable to employees in similar service over the entire Western lines and would supersede several local schedules then in effect for freight shed employees at certain important terminals on the lines.

It is not shown to the Board that the position taken by the company was at variance with proper and businesslike practice, and the Board is of the opinion that it should have been self-evident that the desires and claims of the employees' committee or committees should have been more clearly set forth in the commencement of the efforts made by the employees to secure schedule revisions for freight shed employees.

It should not be necessary for the Board to deal with or decide this particular question, nor on the evidence submitted, is it in a position to do so.

The Board would, however, call the attention of the parties to Privy Council Order No. 1743, approved by His Excellency the Governor-General on the 11th July, 1918, reading in part as follows:

> "2. That all employees have the right to organize in trade unions, and this right shall not be denied or interfered with in any manner whatsoever, and through their chosen representatives should be permitted and encouraged to negotiate with employers concerning working conditions, rates of pay, or other grievances."

The Board commends to the parties a careful consideration of the principles involved in the above mentioned extract from Order of the Privy Council, but without in any way expressing an opinion as to the propriety or consistency of including in the same agreement employees of various classes of service.

Case No. 14—Dominion Atlantic Railway and engineers, firemen, conductors and trainmen

Case No. 14 had reference to the application of the McAdoo Award with respect to employees of the Dominion Atlantic Railway, the men claiming that the rates should be based on the Canadian Pacific Railway rates in effect in December, 1915, while the company claimed that they should be based on the Dominion Atlantic rates of that date, maintaining that there was no legitimate reason why they should be changed to those of the Canadian Pacific.

The decision of the Board was as follows:

There was not any request from either of the parties in this case for an oral hearing, but in addition to the statements above quoted there were further written statements submitted by each of the parties outlining their contending views in the matter in dispute, which were considered by the Board.

The Board finds that the increases in rates of pay to which the classes of employees mentioned are entitled under the so-called McAdoo Award (General Order 27) have been applied by the company in accordance with the provisions thereof.

The rates of pay for the classes of employees on the Dominion Atlantic Railway were, however, in December, 1915, much below the standard rates of pay for train service employees on the principal railways in Canada, and the application of the award restored the differences as they existed at the dates mentioned, although they had to some extent been reduced by subsequent negotiations.

It having come to the notice of the Board that the General Manager of the Dominion Atlantic Railway was in Montreal, it was suggested that a sub-committee of the Board, consisting of Messrs. Kennedy, Wark, Berry and Murdock, should interview him with a view to ascertaining if the company would be agreeable on account of the conditions mentioned, to put into effect rates of pay somewhat closer to the rates of pay now in effect on the principal railways in Canada and on other railways in the same territory as the Dominion Atlantic Railway.

The sub-committee was accordingly appointed and later reported it had met the General Manager of the Dominion Atlantic Railway, who had willingly consented to discuss the matter along the lines suggested.

As a result an agreement was reached to put into effect as from October 1st, rates of pay as follows:

Passenger Service—
(Regularly Assigned)

Conductor	$157.50	per month
Bagageman ...	113.75	"
Brakeman	107.16	"

Through Freight and Mixed Service—

Conductor	$ 4.70	per hundred miles
Brakeman	3.60	" "

Way Freight and Mixed Service—

Conductor	$ 5.30	per hundred miles
Bagageman ...	4.19	" "
Brakeman	4.10	" "

Yard Service—

Foreman	$ 4.72	per day
Helper	4.40	"

	Engineers per day	Firemen per day
Passenger Service	$4.50	$3.35
Through Freight Service ..	5.20	3.75
Way Freight Service	5.55	4.00
Switching Service	5.00	3.35
Hostlers	45 cents per hour.	

These rates of pay are to continue in effect for one year from October 1st, 1918, and thereafter subject to thirty days' notice, unless otherwise revised by any General Order affecting the Railways of Canada as a result of the issue of any supplementary order or amendment to General Order 27 of the Director General of the United States Railroad Administration covering the classes of employees concerned.

The agreement as outlined is confirmed by this Board.

REPEAL OF ORDER-IN-COUNCIL FORBIDDING STRIKES DURING THE WAR

ON November 19 an Order-in-Council was passed rescinding Order-in-Council P.C. 2525,* passed on October 11, which forbade strikes and lockouts during the period of the war. The text of the rescinding order follows:

Text of the Order

(P. C. 2808.)

Whereas there has been laid before His Excellency the Governor General in Council a report from the Minister of Labour, submitting:

That since the date of the passing of the Order-in-Council of October 11, 1918, (P.C. 2525), the enemy powers have asked for an armistice, and have each in turn accepted the terms of the armistice submitted by the Allied powers; with the result that military operations have been suspended, and a formal conclusion of peace is confidently anticipated. The actual termination of hostilities has rendered unnecessary the sustained operation of war industries for the production of war materials, and in particular has rendered inapplicable that portion (clause 7-a) of the said Order-in-Council which provides for the drafting in the military forces of Canada all those who may infringe the regulations with respect to industrial disputes enacted by the said Order-in-Council.

That he is informed that concerted movements are now under way on the part of employers and workmen respectively, which aim at improvel relations as between employers and workmen, and looking to the elimination, so far as may be practicable, of lockouts and strikes in connection with industrial disputes, and

That in the opinion of the Minister the said Order-in-Council is no longer necessary,

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to repeal the said Order-in-Council (P.C. 2525) of the 11th day of October, 1918, and the same is hereby repealed accordingly.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

*For text of P.C. 2525 see LABOUR GAZETTE, November, 1918, p. 983.

LABOUR AND CAPITAL PRESENT JOINT RECOMMENDATIONS ON RECONSTRUCTION TO THE DOMINION GOVERNMENT

THE following is the complete text of a memorandum of joint recommendations embracing important suggestions of policy agreed upon by capital and labour as applicable to the reconstruction period in Canada. The memorandum was presented to the Cabinet by a small committee representing the Canadian Manufacturers Association, the Trades and Labour Congress of Canada and the Joint Committee on Technical Organizations.

Text of the Memorandum

MEMORANDUM of joint recommendations drawn up at a meeting held in Ottawa on Friday, November 29th, 1918, by representatives of the Trades and Labour Congress of Canada, the Joint Committee on Technical Organizations and the Canadian Manufacturers Association, for presentation to the Dominion Government.

BUREAU OF PUBLIC WELFARE:

That the Government be requested to establish immediately a Bureau of Public Welfare to deal with such matters as health, sanitation, town planning, housing plans, accident prevention, and every other matter pertaining to the physical efficiency of the nation.

Owing to the present dearth of suitable homes for workingmen, this particular subject should receive the Bureau's first consideration. Much could be accomplished through the co-ordination of the many agencies, private, philanthropic and governmental dealing with these matters.

SURVEY OF IMPORTS:

That a permanent representative bureau be estabished to take a survey of imports with a view to ascertaining what part of such imports could be avoided. Particular attention to be paid to the classification of the customs tariff.

The information thus gathered should be as accessible to interested parties as similar information is in any other countries.

RAW MATERIALS:

The good work already done by our Government in arranging to have more of our minerals refined in Canada, as in the case of nickel, should be continued as a general policy relating to all raw materials, so that such materials will leave the country in as advanced stage of manufacture as possible.

SCIENTIFIC AND INDUSTRIAL RESEARCH:

Having regard to the important part which research must necessarily play in Canada's industrial re-construction, the appropriation for that purpose shoud be increased to not less than one million dollars annually. The Board handling that work should not be merely advisory as at present, but should be clothed with specific executive powers, which powers should preferably be exercised by a Board of Managers, upon which Labour, Manufacturers and Engineers would all have representation.

IMMIGRATION:

That the establishment of a central empire authority on emigration be approved of for supplying information to parties intending to emigrate, as to conditions in the countries to which they desire to so emigrate, and that the established Immigration Department in Canada give serious consideration to the question of further restricting undesirable immigration.

PUBLIC WORKS:

All necessary public works, Dominion, Provincial and Municipal, should be carried forward as promptly and energetically as possible. As the chief consideration will be the matter of finances, we would suggest that the Government render all posible financial aid to works not coming strictly within its own scope.

TECHNICAL EDUCATION:

The advancement of technical education is of such vital concern to the whole country that the burden should not be left entirely to the municipalities and provinces. The Dominion Government should co-operate by such means as are best calculated to assist the authorities and expand the facilities for this work. It is urged, whatever plan be adopted, that there be kept constantly in mind the necessity of working it out on lines that will bring technical education within easy reach of all classes.

LAND SETTLEMENT:

That a practical land settlement plan be worked out at once and in connection with same the Publicity Department should start a campaign to interest our soldiers in the advantages of farming.

An interesting series of booklets should be supplied to our soldiers as soon as possible and prior to demobilization, particularly designed to show that community farm life can be made not only profitable, but socially attractive in the older as well as the newer provinces.

Educational facilities for the thorough training of soldiers who desire to settle on land should be provided.

It is further recommended that the Federal and Provincial Governments take such steps as are necessary to procure suitable land for such communities in proximity to already settled areas.

EMPLOYMENT BUREAUS:

The establishment of one chain of employment bureaus, operated by the provinces in co-operation with the Federal Government, is heartily endorsed, and in this connection the absolute undersirability of dual and private employment offices is emphasised and the abolition of such recommended.

DEMOBILIZATION:

The time having arrived for demobilization the Militia and other Governmental Departments should co-operate with the Government Employment Bureaus in order that the lapse of time between discharge and employment be as short as possible; due regard being given to priority on account of length of service, and to married men.

WATER POWER:

That the Government should adopt a fixed policy and a comprehensive scheme for the utilization of our water powers already and to be developed. This applies particularly to those on international waterways and especially to those of the St. Lawrence River.

To give industry the proper freedom for expansion power supply must be kept always well in advance of demand.

OPTIMISM CAMPAIGN:

That the Publicity Department of the Government start at once an optimism campaign and that in this the press of the country be requested to co-operate.

The country is drifting into a pessimistic state of mind as regards the immediate future which might easily bring about far-reaching depression unless it is quickly checked.

Respectfully submitted,

(Signed)

Labour representatives:

T. MOORE, President, Trades and Labour Congress of Canada, Ottawa, Ont.

A. MARTELL, Vice-President, Trades and Labour Congress of Canada, Montreal, Que.

D. REES, Vice-President, Trades and Labour Congress of Canada, Vancouver, B.C.

R. BAXTER, Vice-President, Trades and Labour Congress of Canada, Glace Bay, N.S.

J. A. FLETT, Canadian Organizer, American Federation of Labour, Hamilton, Ont.

T. A. STEVENSON, Labour Representative, Department of Soldiers' Civil Re-Establishment, Toronto, Ont.

E. W. A. O'DELL, General Representative, Boot and Shoe Workers, International Union, Hamilton, Ont.

C. LAWRENCE, Legislative Representative, Brotherhood of Locomotive Engineers, Ottawa, Ont.

Joint Committee of Technical Organizations:

WILLS MACLACHLAN, Toronto, Ont.

H. G. ACRES, Hydro Electric Power Commission, Toronto.

F. R. EWART, Ewart & Jacobs, Toronto, Ont.

A. A. DION, Ottawa Electric Company, Ottawa, Ont.

Canadian Manufacturers' Association:

H. J. DALY, H. J. Daly Co., Ottawa, Ont.

C. HOWARD SMITH, Chairman, Montreal Branch, Canadian Manufacturers' Association, Montreal, Que.

MAJOR L. L. ANTHES, Chairman, Toronto Branch, Canadian Manufacturers' Association, Toronto, Ont.

R. E. JAMIESON, Canadian Consolidated Rubber Co., Ltd., Montreal, Que.

GEORGE A. SLATER, George A. Slater, Ltd., Montreal, Que.

S. J. WILLIAMS, Williams, Greene & Rome Co., Kitchener, Ont.

G. M. MURRAY, General Secretary, Canadian Manufacturers' Association, Toronto, Ont.

W. P. HUGHES, Montreal Secretary, Canadian Manufacturers' Association, Montreal, Que.

FEDERAL LOAN IN AID OF PROVINCIAL HOUSING SCHEMES

IN view of the great scarcity of houses throughout Canada owing to the cessation of building operations during the war, an Order-in-Council (P.C. 2997) was passed by the Dominion Government on December 3 for the purpose of affording financial assistance to the various provinces that were taking steps to remedy this condition. The complete text of the order follows:

Text of the Order-in-Council

The Committee of the Privy Council have had before them a report, dated December 2, 1918, from the Minister of Finance, submitting that at the conference recently held at Ottawa, between the Premiers and other members of the governments of the several provinces and representatives of the Dominion Government, one of the important subjects of discussion was that of creating better housing conditions for the industrial population of our larger centres.

The Minister observes that owing to the practical cessation of building operations during the war there is at present a great scarcity of housing accommodation in most of our cities, and this condition will become intensified with the return of our soldiers from overseas and their re-establishment with their families in civil life and occupation.

The Minister states that at the conference it developed that some of the provincial governments were considering the adoption of a policy of making loans to municipalities or otherwise, extending over a long period of years, and repayable upon the amortization plan, for the purpose of promoting the erection of dwelling houses of a modern character to relieve congestion of population in cities and towns in their respective provinces, and the question was raised as to whether the Dominion Government would aid the several provincial governments in carrying out such a policy by making loans to them to place them, to the extent that might be necessary, in funds for the purpose.

In view of the national importance of the matter, which touches vitally the health, morals and general well-being of the entire community and its relation to the welfare of returned soldiers and their families, together with the fact that the carrying out of such a policy on a substantial scale by provincial governments would afford considerable employment during the period of reconstruction and readjustment of industry following the war, the Minister recommends as follows:

(1) That the Minister of Finance be authorized under the provisions of the War Measures Act upon request from the Government of any province of Canada to make loans to such Government for the purpose mentioned.

(2) That the aggregate amount to be loaned to all provinces shall not exceed twenty-five million dollars, and the amount of loan to any one province shall not exceed the proportion of the said twenty-five million dollars which the population of the said province bears to the total population of Canada.

(3) That the loans made hereunder may be for a period not exceeding 20 years, with the right of any province to pay off the whole or any part of the principal of the loan at any time during the said term.

(4) That interest at the rate of five per cent per annum, payable half-yearly, shall be charged upon advances from the dates thereof respectively.

(5) The Minister of Finance may accept bonds, debentures, or such other form of security as he may approve evidencing the indebtedness of any provincial government for loans made hereunder.

(6) Advances shall be made from the War Appropriation.

(7) Advances may be made as soon as a general scheme of housing shall have been agreed upon between the Government of Canada and the Government of the province applying for a loan hereunder.

The committee concur in the foregoing recommendations and submit the same for approval.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

HOUSING FOR WORKERS IN GREAT BRITAIN—REPORT OF COMMITTEE OF LOCAL GOVERNMENT BOARD*

AS a result of a recommendation made by the Advisory Housing Panel† of the British Ministry of Reconstruction that the responsibility for securing promptly an adequate supply of houses lay with the Local Government Board, the president of that body duly appointed a committee "to consider questions of building construction in connection with the provision of dwellings for the working classes in England and Wales, and Scotland, and report upon methods of securing economy and despatch in the provision of such dwellings." The committee has now presented, under date of October 24, 1918, a very complete report dealing with methods of construction, supply of materials, organization of labour, etc.

In the introduction to the report it is stated that 409,000 houses are urgently needed in England, Wales and Scotland, but that if the present low standard of houses in many localities were but slightly raised it would probably add another 200,000 to the number required. In addition to the above, there is the ordinary demand for 100,000 houses per annum.

It is certain that, apart from what local authorities can do, a very large proportion of workingmen's houses will still depend upon public utility societies, speculative building and other forms of private enterprise. But private enterprise, owing to high prices and the difficulty of securing materials (which will be accentuated if there is any considerable demand for building materials for railways, public buildings and other works), is not likely, unless special facilities are afforded, to undertake much house building during the next two or three years. Some dynamic force, therefore, is necessary.

The report recommends the creation of a strong Housing Department at the Local Government Board of England and Wales, and of Scotland. The whole country should be divided into districts, and local commissioners appointed who, while working under central control, would have executive powers vested in them. The functions of those commissioners, who should be men of technical knowledge, should be "to encourage and assist local house building, and, primarily, to secure effective co-ordination between the various local authorities, public utility societies and other forms of private enterprise." In these commissioners might be vested "considerable discretionary powers with respect to building by-laws, so that modifications and relaxations might be made to suit the requirements of individual schemes and avoid the expenditure of unnecessary money, while at the same time safeguarding the public from doubtful experiments." The Housing Department, through its commissioners, would do much to prevent the confusion and competition (with resulting higher prices) which would certainly arise if local authorities, without reference to any central authority, invited tenders for large building schemes. The commissioners, of course, would give advice to the local authorities in selecting plans and making the desired adaptions to suit local conditions and local materials.

In regard to the supply of building materials, it is suggested that if any priority rights are set up, the government, acting upon information furnished by the Housing Department of the Local Government Board, should give preference to all housing schemes, whether public or private. With respect to the price of bricks, slates, cement and other

*Cd. 9191. October 24, 1918. 97 pp.

†The report of the Advisory Housing Panel was reviewed in the LABOUR GAZETTE, October, 1918, p. 785.

material, "the most effective policy for regulating the prices is stimulus of production."

In regard to the securing of land, the report states that there are undoubtedly large areas of suitable land available at reasonable prices; but there are, also, instances "where local authorities are penalized by having to pay high prices for land eminently suitable for housing purposes, or where such authorities have to resort finally to expensive methods of compulsory acquisition." In this connection the report states that the possession by the local authorities of a simple and expeditious method of compulsory acquisition would render the task of negotiation much easier, and it is advocated that "special powers might with advantage be vested in the Housing Department for a limited period of years until the general powers of local authorities as to land acquisition can be resettled upon a more satisfactory basis." In cases where belts of undeveloped land on the outskirts of towns are to be utilized, transportation facilities must be provided concurrently with development, for "if the acquisition of land is deferred until tramway extension schemes have been publicly projected and approved, the price of the land will rise immediately."

In reference to the organization of labour for building, the report has one or two interesting observations. The small speculative builder, it states, has always provided the greater proportion of houses, and, as he is dependent entirely upon the financial facilities available, the supply of houses has been somewhat erratic. There have been periods when speculative house building has been prosperous and exceeded the demand, followed by periods of depression and a consequent shortage of houses. The result has been "that workmen have come to regard speculative house building as an uncertain occupation giving no guarantee of regular employment, which has tended to demoralize the trade." To remedy this it is suggested that the trade of house building could be stabilized and good workmen attracted if a definite programme, embodying the erection of a better type of house, extending over a term of years and offering regular employment, were adopted. Representatives both of builders and of their employees, who gave evidence before the committee, laid special emphasis upon the importance of regular employment with a good spell of work ahead, instead of the sporadic manner in which this branch of the building trade has been previously conducted. The methods of construction and materials, or substitutes for such materials as may at present be scarce, were also the subject of very careful consideration and the conclusions at which the committee arrived are set out very completely in the report. In order to reduce the cost of transit and to harmonize cottage buildings with their surroundings, the fullest use of local materials is urged.

All the witnesses examined by the committee laid great stress upon the financial side of housing. From the evidence submitted it seemed clear that even before the war the financing of building schemes had become exceedingly difficult, and that, therefore, the former methods of obtaining money for building purposes were not likely to be again resumed, and that if any adequate housing schemes were to be carried out "States loans would be a necessary condition."

The introduction concludes with the expression of the committee's opinion that the critical period in industrial housing will be the first twelve months after the declaration of peace, and that during that time it is probable that the lines upon which industrial Britain will be rebuilt will be laid down. "If the policy adopted is merely a reversion to pre-war methods with the addition of State loans and doles, the result will be but little improvement upon the past. If, on the other hand, a bold and enlightened policy is pursued, by which all the housing agencies including local authorities, public utility societies and

the best forms of private enterprise have their true and fitting place under the supreme direction of a well-organized and efficient Central Department, we may have in the future, instead of gloomy streets and squalid dwellings, spacious suburbs with convenient and attractive houses designed by competent architects, with districts planned so as to provide the amenities of healthy social communities."

The second part of the report deals with general considerations affecting the problem of securing economy and dispatch in the provision of workers' dwellings. It is indicated that the problem is not confined to providing dwellings for the poorer sections of the workers (whose inability to pay rent has always discouraged speculative builders to provide for them); the shortage is common to all classes of industrial workers. Moreover, the general standard demanded in their dwellings by the workers has been steadily rising, and there is every prospect that the influence of war conditions will create a demand for still further improvement, and thereby cause a large number of existing houses to fall below the rising standard. In the face of this rising standard, therefore, the committee states that the only wise economy is to build dwellings which will continue to be above the accepted minimum for the next 60 years. the probable period of the State loan.

Other parts of the report deal with statutes, local acts and by-laws, sites, lay-out and development, convertion of existing buildings for occupation by workers (an alternative which finds but little favour with the committee), communal services, economy in construction, supply of building materials and labour, and organization.

Following the publication of the above report, the Local Government Board in November last issued a circular letter to the various borough, town, urban and rural district councils asking for an early reply to the following questions:

(1) Are the local authorities prepared to provide any necessary houses for the working classes of their district, so far as not otherwise provided at an early date?

(2) Are they prepared to do so on the terms set out in the Board's circular of the 18th March last?

(3) When will their scheme or schemes be ready for submission to the Board with the particulars asked for in the circular above referred to, and for how many houses will they provide?

(4) Have the necessary sites been—
(a) selected? (b) acquired?

(5) Is there any work such as the development of the housing sites and the construction of roads, sewers, etc., which can be put in hand immediately when demobilization begins, without waiting for the final approval of the plans of the houses?

AN EMPLOYER'S REASONS FOR FAVOURING THE CREATION OF WORKSHOP COMMITTEES

THE first issue of the reconstruction series of *The Survey* consists of an article, written by a large employer of labour in the north of England, dealing with the purposes, functions and uses of Works Committees* in the "highly developed and elaborate organisms which modern factories tend to become." At the outset the writer lays stress on the point that the failure of the conditions of industrial life to satisfy the deeper needs of the workers plays a very large part in creating labour unrest; and that the worker will never derive satisfaction from his work so long as he remains a "cog" in the industrial machine, without opportunity for self-expression.

*See summary of the Whitley Report in the LABOUR GAZETTE, September, 1918, pp. 744-6.

Cases where Workshop Committees will benefit the Workers

Under the above heading the writer considers what functions and powers, usually exercised by the management, could be delegated to the workers; and what questions, usually considered private by the management, could be made the subject of explanation and democratic discussion and joint action. With reference to Collective Bargaining, it is suggested that there is need for machinery for carrying that trade union principle into more intimate touch with the workshop, and that a workshop committee might supplement the ordinary trade union activities in the following directions:

WAGES:

To ensure the application of standard rates to individuals, to see that they get the benefit of the trade union agreements.

When a scale of wages, instead of a single rate, applies to a class of work (the exact figure varying according to the experience, length of service, etc., of the worker), to see that such scales are applied fairly.

To see that promises of advances (such as those made, for instance, at the time of agreement) are fulfilled.

To see that apprentices, on completing their time, are raised to the standard rate by the customary or agreed steps.

PIECE-WORK RATES:

To discuss with the management the detailed methods of rate fixing, as applied either to individual jobs or to particular classes of work.

Where there is an agreed relation between time rates and piece rates, as, for instance, in engineering, to see that individual piece rates are so set as to yield the standard rate of earning.

To discuss with the management reduction of piece rates where these can be shown to yield higher earnings than the standard.

To investigate, on behalf of the workers, complaints as to inability to earn the standard rate. For this purpose all the data and calculations, both with regard to the original setting of the rate and with regard to time booking on a particular job, would have to be open for examination.

TOTAL HOURS OF WORK:

To discuss any proposed change in the length of the standard week. This could only be done by the workers' committee of an individual firm, provided the change were within the standards fixed by agreement with e local union or those customary in the trade.

NEW PROCESSES OR CHANGE OF PROCE:

Where the management desire to troduce some process which will throw men o of employment, the whole position should placed before a shop committee to let the nessity be understood, and to allow it to discussow the change may be brought about with e least hardship to individuals.

GRADES OF WORKER FOR TYPES OF MACINE:

Due to the introduction of new pes of machines, and to the splitting up of ocesses, with the simplification of manipulati sometimes entailed thereby, the questio of the grade of worker to be employed on given type of machine continually arises. Ny such questions are so general as to be the sject of trade union negotiation, but many ore are quite local to particular firms. For eier kind there should be a works committee whin the works to deal with their application ere.

Under the head of grievanes, emphasis is placed on the necessy for quick ventilation of all grievanes and alleged injustices to individual orkers or to groups if good feeling i to be secured. A workshop committe will provide a suitable channel in cases such as the following:

Alleged petty tyranny by foremen.
Hard cases arising out of too rigidapplication of rules, etc.
Alleged mistakes in wages or piece-ork payments.
Wrongful dismissal, *e.g.*, for alleed disobedience, etc., etc.

In reference to general shop coiditions and amenities the following suggestions indicate the kind of questions that might be dealt with by workshop committees:

SHOP RULES:

Restriction of smoking; tidiness, cleaning of machines, etc.; use of lavatories ani cloakrooms; provision, care and type of overalls; time-booking arrangements; wage-paying arrangements, etc., etc.

MAINTENANCE OF DISCIPLINE:

It should be possible to promote such a spirit in a works that, not only could the workers have a say in the drawing up of Shop Rules, but the enforcing of them could also be largely in their hands. This would be particularly desirable with regard to: enforcing good timekeping; maintaining tidiness; use of lavatories and cloak-rooms; promoting a high standard of general behaviour, etc., etc.

WORKING CONDITIONS:

Hours, starting and stopping times; arrangements for holidays, etc.; arrangement of shifts, night work, etc.

ACCIDENTS AND SICKNESS:

Safety appliances and practices; machine guards, etc.; administration of First Aid; rest room arrangements; medical examination and advice.

DINING SERVICE:

Consultation *re* requirements; criticisms of and suggestions *re* service; control of discipline and behaviour; seating arrangements, etc.

SHOP COMFORT AND HYGIENE:

Suggestions *re* temperature, ventilation, washing accommodation, drying clothes, etc.; provision of seats at work, where possible; drinking water supply.

BENEVOLENT WORK:

Shop collections for charities or hard cases among fellow workers; sick club, convalescent home, etc.; saving societies.

Cases where joint discussion will assist the Management

Examples are given where, it is claimed, discussion between management and workers would be of great benefit to management. Among these are the following:

Interpretation of Management to Workers:

"In any case of new rules or new developments, or new workshop policy, there is always the greatest difficulty in getting the rank and file to understand what the management is 'getting at.' However well-meaning the change may be as regards the workers, the mere fact that it is new and not understood is likely to lead to opposition. If the best use is made of committees of workers, such changes, new developments, etc., would have been discussed, and explained to them; and it is not too much to expect that the members of such committees would eventually spread a more correct and sympathetic version of the management's intentions among their fellow-workers than these could get in any other way.

Education in Shop Processes and Trade Technique:

"The knowledge of most workers is limited to the process with which they are concerned, and they would have a truer sense of industrial problems if they understood better the general technique of the industry in which they are concerned, and the relation of their particular process to others in the chain of manufacture from raw material to finished article.

"It is possible that some of this education should be undertaken by technical schools, but their work in this respect can only be of a general nature, leaving still a field for detailed teaching which could only be undertaken in connection with an individual firm, or a small group of similar firms. Such education might well begin with the members of the committee of workers, though if found feasible it should not stop there, but should be made general for the whole works. Any such scheme should be discussed and worked out in conjunction with a committee of workers, in order to obtain the best from it.

Education in General Business Questions:

"This point is still more doubtful than the preceding. Employers continually complain that the workers do not understand the responsibilities and the risks which they, as employers, have to carry, and it would seem desirable therefore to take some steps to enable them to do so. In some directions this would be quite feasible, *e.g.*:

"The reasons should be explained and discussed for the establishment of new works departments, or the re-organization of existing ones, the relation of the new arrangement to the general manufacturing policy being demonstrated.

"Some kind of simplified works statistics might be laid before a committee of workers. For example: output; cost of new equipment installed; cost of tools used in given period; cost of raw material consumed; number employed; amount of bad work produced.

"Reports of activities of other parts of the business might be laid before them:

"(1) From the commercial side, showing the difficulties to be met, the general attitude of customers to the firm, etc.

"(2) By the chief technical departments, design office, laboratory, etc., as to the general technical developments or difficulties that were being dealt with. Much of such work need not be kept secret, and would tend to show the workers that other factors enter into the production of economic wealth besides manual labour.

"Simple business reports, showing general trade prospects, might be presented. These are perhaps most difficult to give in any intelligible form, without publishing matter which every management would object to showing. Still, the attempt would be well worth making, and would show the workers how narrow is the margin between financial success and failure on which most manufacturing businesses work. Such statistics might, perhaps, be expressed not in actual amounts, but as proportions of the wages bill for the same period."

Many schemes of organization are suggested in the article, but in each case emphasis is placed on the advisability of regular joint meetings of management and workers as opposed to meetings called only on special occasions to discuss particular grievances. With regular meetings, probably once a month, each side becomes used to meeting the other in the ordinary way when no special issue is at stake. Without tension in the air each side is better able to absorb something of the other's point of view. At special meetings, on the other hand, each side is apt to regard as its business, not the discussion of the question on its merits, but simply the making out of a case.

In the matter of representation, the workers' section should, when possible, cover all trades, organized and unorganized, skilled and unskilled; while the management section should, in general, contain the highest members of the management who are connected with the running of the works. It would be of little use to have subordinate officials to deal with matters which would, in many cases, be beyond their jurisdiction.

PROGRESS OF VOCATIONAL EDUCATION IN THE UNITED STATES

RECENT bulletins of the United States Federal Board for Vocational Education, operating under the Smith-Hughes Act, the text of which appeared in the LABOUR GAZETTE of June, 1917, page 496, show marked progress in the development of vocational education throughout the country. Although the organization of the Board was only effected in August, 1917, before the end of the year every State had accepted the provisions of the Act, and on January 1, 1918, the plan of the last State had been approved by the Federal Board. While many of the plans submitted by the various States will be subject to amendment, the foundations have been laid for a nation-wide system of vocational education adapted to the needs of each separate locality.

Owing to the participation of the United States in the war the Federal Board has issued a series of bulletins in which are outlined short courses of instruction designed to fit men to meet the specific demands of processes and operations carried on by an army under war conditions. These include courses for radio and buzzer operators, shipyard workers, chauffeurs, electricians, airplant mechanics, and radio mechanics and operators. A study has also been made by the Board of the re-education of disabled soldiers and sailors three bulletins having been issued on this subject. The first of these deals with general principles and policies with reference to the United States, and a review of foreign legislation and experience. The second bulletin deals with the training of teachers for occupational therapy for the rehabilitation of disabled soldiers and sailors, and the third bulletin of the series consists of a volume prepared by the Red Cross Institute for Crippled and Disabled Men on "The Evolution of

National Systems of Vocational Re-education for Disabled Soldiers and Sailors."

During October the Federal Board for Vocational Education established a number of branch offices throughout the country for the training of disabled soldiers. Relations have been established for this purpose with 400 colleges and technical schools. When the soldier is ready to leave the hospital, vocational advisers will be put at his disposal. He will be paid a regular income while undergoing re-education, and his family will receive the same allowances as if he were still in the army. The training offered will include the professions as well as the manual trades. At the conclusion of the course agencies will be ready to help in placing the re-educated men in civil life. A preliminary sum of $2,000,000 has been appropriated for this purpose. This work was undertaken in accordance with the provisions of the "Smith-Sears Act," which became law last June.

ANNUAL LABOUR DELEGATION TO THE DOMINION GOVERNMENT

On November 27 a delegation of the Trades and Labour Congress of Canada presented to the Dominion Government resolutions that had been passed at the last annual convention of the Congress. The delegation was received by Sir Thomas White, acting Prime Minister, Hon. J. D. Reid, Hon. Gideon Robertson, Hon. Frank Carvell, Hon. N. W. Rowell, Hon. A. K. Maclean and Hon. P. E. Blondin. The resolutions included requests for an increase in all allowances of dependents of soldiers to at least $100 per month, the equalization of pensions for all ranks and free medical attention of the wives and children of soldiers still in the service, Federal Government insurance for soldiers, pensions for soldiers and Allied reservists and for widowed mothers and deserted wives, and a Dominion system of old age pensions. The provision of a fund for insurance against sickness was urged and the creation of a Federal health department with national control of medical treatment in hospitals. Other recommendations made included Government ownership of railways, legislation making Dominion election day a public holiday and abolishing election deposits by candidates, higher land taxes, legislation in aid of the co-operative movement, the passage of an act making the use of injunctions against strikers illegal, more stringent regulations covering food and fuel control, the abolition of private employment agencies, registration of trade union labels, remission of duties on trade union supplies, an eight hour day on all public works, the publication of the names of Government contractors and regulations of contracts for shoes, etc., the appointment of a fair wage officer for the Maritime provinces, the establishment of minimum wages, protection of car builders and repairers by the erection of suitable buildings, protection of the health of painters by requiring the labelling of receptacles containing white lead, etc., the de-naturing of wood alcohol and prohibiting the use of spraying machines on outside work, against the introduction of coolie labour into the mines or industries, the appointment of a labour representative upon the proposed central immigration authority, a Saturday half holiday for postmen, an increase in the strength of alcohol in beer, legislation requiring cigar boxes to be labelled so as to show whether the cigars are hand or machine made, reinstatement of certain employees of the Marine Department in the city of Quebec, and against Government purchase of wares made by a company that had reduced wages. Some of the delegates made objection to the Order-in-Council directed against propaganda carried on by certain societies.

In reply, Sir Thomas White said that during the war it was necessary in Canada as in England that the Government should possess wide powers to permit of prompt action in emergencies. The signing of the armistice practically meant the end of the war, and therefore, there would now be a tendency to return to ordinary parliamentary methods. The Order-in-Council relating to the I. W. W. and like organizations was intended to apply only to societies propagating doctrines subversive of public order, and he suggested that the Minister of Labour might consider whether or not it was too wide in its application.

ORGANIZATION OF THE ASSOCIATION OF CANADIAN BUILDING INDUSTRIES

DURING the last week in November about 150 prominent contractors and builders met in convention at Ottawa and formed the Association of the Canadian Building Industries. The objects of the Association as expressed by the chairman of the conference are the stabilization of the building industry throughout Canada and the adaptation of the industry to the changed conditions confronting it. The association comprising general contractors and was divided into three sections, the first builders, the second sub-contractors and trade contractors, and the third suppliers of building materials. The following officers were elected: J. P. Anglin, president; C. A. Crane, Ottawa, honorary treasurer, and A. H. Dancy, Toronto, honorary secretary. A vice-president was also elected for each of the various provinces.

CONFERENCE OF REPRESENTATIVES OF THE UNION LABEL CRAFTS OF ONTARIO

A CONFERENCE of representatives of the union label crafts of the province of Ontario was held in Toronto on November 23, last, with some 46 delegates in attendance. In explanation of the calling of the conference, it was stated that during the last convention of the Labour Educational Association many delegates had spoken of the impossibility of purchasing union-made products in the centres from which they had come. The executive of the Association, having been instructed to take action in regard to the matter, had, therefore, called the representatives of the union crafts together to devise a scheme to popularize the sale of union-made goods.

Organizations of the following trades and occupations were among those represented at the conference: Boot and Shoe Workers; Cigar Makers; United Garment Workers; Electrical Workers; Sheet Metal Workers; Hotel and Restaurant Employees; Brewery Workers; Printing Trades; Bar Tenders; Stereotypers; Typographers and Bookbinders.

The following resolutions and recommendations were unanimously agreed to by the conference:

A resolution to the effect that the conference should urge the Provincial Government, municipal corporations and all business concerns to have the union label placed on all books and stationery used by them; and should also urge that the union label be placed on all school text books and upon church printing and periodicals.

The following resolution arose out of an allegation that the Vocational Training Department of the Dominion Government had placed a returned soldier in the Tuckett tobacco factory to learn the trade at a time when a strike was in progress; and that the soldier was

paid by the Governement and furnished free by the manufacturer. The resolution was as follows: "That this conference is opposed to that part of the Government's vocational training for soldiers which gives an employer the service of a soldier for six months free of charge, and that we deplore the fact that the Government saw fit to place a man in the Tuckett cigar factory, in London, while a strike was in progress for better conditions. We suggest that the secretary be empowered to write the Vocational Training Commission protesting against the action taken in this particular case."

Other resolutions and recommendations were as follows:

"That this conference ask the executive of the Trades and Labour Congress of Canada to try and secure legislation providing for the registration of the union label and that the secretary write urging the matter be taken up at the interview to be held with the Government on November 27th.

"That each central labour body be asked to form a union label section whose duty it shall be to obtain information as to where union label goods are procurable in their district, and report the same back for the benefit of the various trade bodies in the district. It is further suggested that these label sections keep in touch with the secretary of the Labour Educational Association, informing him as to what labels are procurable in their districts and to co-operate with the association in popularizing the demand of all union made goods in their locality.

"That delegates to the conference endeavour to have an order in business adopted in their various organizations to deal with the union label for a space of at least five or ten minutes at each meeting, and that delegations from time to time visit the different labour bodies to press for systematic support of union made products.

"That the label sections of the various districts forward news of the movement to the secretary of the Labour Educational Association at least every month and more frequently if possible and that the news thus compiled and articles dealing with union label propaganda be supplied to the various labour papers in Canada free, at stated periods for publication in order to create an added interest in union label propaganda."

MEMBERSHIP LIST OF WESTERN COAL OPERATORS' ASSOCIATION

THE following is a revised list of the various coal mining companies included in the membership of the Western Coal Operators' Association at the beginning of October, 1918:

List of Members

Bankhead Mines (Canadian Pacific Railway Company), Bankhead, Alta.

Galt Mines (Canadian Pacific Railway Company), Lethbridge, Alta.

The International Coal and Coke Company, Limited, Coleman, Alta.

West Canadian Collieries, Limited, Blairmore, Alta.

The Crow's Nest Pass Coal Company, Limited, Fernie, B.C.

Hillcrest Collieries, Limited, Hillcrest, Alta.

Corbin Coal and Coke Company, Limited, Corbin, B.C.

Chinook Coal Company, Limited, Commerce, Alta.

The Canada West Coal Company, Limited, Taber, Alta.

Pembina Colliery (North Amer. Coll., Limited), Evansburgh, Alta.

Pacific Colliery (North Amer. Coll., Limited), Lovett, Alta.

Monarch Colliery (North Amer. Coll., Limited), Drumheller, Alta.

Lethbridge Colliery (North Amer. Coll., Limited), Coalhurst, Alta.

McGillivray Creek Coal and Coke Company, Limited, Coleman, Alta.

Brazeau Collieries, Limited, Nordegg, Alta.

The Drumheller Land Company, Limited, Drumheller, Alta.

The Atlas Coal Company, Limited, Drumheller, Alta.

Western Gem Mining Company, Limited, Drumheller, Alta.

The Star Coal Mines, Limited, Aerial P. O., Alta.

Peerless Coal Company, Wayne, Alta.

Midland Collieries, Limited, Midlandvale, Alta.

The Rosedale Coal and Clay Products Company, Limited, Rosedale, Alta.

The Western Commercial Company, Limited, Wayne, Alta.

The Rose Deer Coal Mining Company, Limited, Wayne, Alta.

The Mountain Park Coal Company, Mountain Park, Alta.

Jasper Park Collieries, Limited, Pocahontas, Alta.

Premier Coal Company, Limited, Drumheller, Alta.

The Humberstone Coal Company, Beverly, Alta.

Hamilton Coal Company, Limited, Wayne, Alta.

Federal Coals, Limited, Lethbridge, Alta.

The Canmore Coal Company, Limited, Canmore, Alta.

Non-Members

The following is a list of mining companies operating in the districts not members of the Association:

Alberta Coal Mining Company, Cardiff, Alta.

Edmonton Collieries, Limited, Edmonton, Alta.

Newcastle Coal Company, Drumheller, Alta.

Blue Diamond Coal Company, Limited, Brule Mines, Alta.

Yellowhead Coal Company, Limited, Coalspur, Alta.

Clover Bar Coal Company, Edmonton, Alta.

Dobell Coal Company, Limited, Tofield, Alta.

Oliphant-Munson Collieries, Limited, Coalspur, Alta.

Island Lake Coal Company, Wabamun, Alta.

Round Hill Coal Company, Limited, Round Hill, Alta.

Redcliff Brick and Coal Company, Redcliff, Alta.

Consumers Coal Company, Wabamun, Alta.

Acme Coal Company, Limited, Wayne, Alta.

Sterling Coal Company, Drumheller, Alta.

Alberta Block Coal Company, Drumheller, Alta.

Byers Coal Company, Limited, Edmonton, Alta.

Diamond City Coal Company, Diamond City, Alta.

Lakeside Coal Company, Wabamun, Alta.

Regel Collieries, Limited, Taber, Alta.

McPeak Coal Company, Edmonton, Alta.

City Collieries, Limited, Edmonton, Alta.

McKay Coal Company, Edmonton, Alta.

Dawson Coal Company, Edmonton, Alta.

Crown Coal Company, Edmonton, Alta.

Tofield Coal Company, Tofield, Alta.

Great Northern Coal Company, Edmonton, Alta.

Sturgeon Consolidated Collieries, Limited, Cardiff, Alta.

Twin City Coal Company, Edmonton, Alta.

Great West Coal Company, Edmonton, Alta.

Campbell & Southgate (bush mine), Edmonton, Alta.

CO-ORDINATION OF EMPLOYMENT OFFICES IN CANADA

THE work of organizing the national system of employment offices for Canada under the provisions of the Employment Offices Co-ordination Act, 1918,* is now well in hand. As a result of recent conferences of provincial premiers and employment officials and representatives of the Department of Labour, many questions of policy have been decided and many plans worked out in connection with the organization of the system and the details of office routine, forms and records.

It must be remembered that employment work on a national basis has been undertaken in very few countries as yet and the work of organization presents formidable though not insuperable difficulties, especially in a country of Canada's extent. The new system will have a very good basis in the employment work that has already been done in the provinces of Ontario and Quebec as well as in the agricultural employment work of the western provinces. Quebec was the pioneer in this field in Canada, and for some years has had employment offices in the cities of Montreal, Quebec, and Sherbrooke. In the last two years Ontario has opened offices in about 10 of the more important industrial centres, while the prairie provinces have been doing some employment work, chiefly with regard to farm labour. British Columbia has a difficult problem in distributing the floating labour in the shipping, lumbering, and mining industries, but the work is being taken in hand seriously by the provincial government and an office has already been opened in Vancouver.

Mr. McCoy, of the Department of Industries and Immigration of Nova Scotia, was the representative of his province at the employment conference. Ex-Controller Ainey, of Montreal, general superintendent of employment offices in Quebec province, was present, accompanied by Mr. Francis Payette of the Montreal employment office. Dr. W. A. Riddell, superintendent of trades and labour in Ontario, whose department is charged with employment work in that province, was also a delegate to the conference. The delegation from the West included Mr. Thomas Molloy, secretary of the Bureau of Labour of Saskatchewan, one of the foremost authorities on the labour situation in the western provinces, who also spoke for Manitoba; ex-Mayor Mitchell, of Calgary, recently appointed superintendent of employment offices for Alberta, represented his province, and Deputy Minister of Labour McNiven represented British Columbia.

The plan of organization drawn up by the Department of Labour was submitted to the provincial officials, and with their co-operation and criticism the whole organization scheme was outlined in the most minute detail. A local office will be opened in every important industrial centre, and in the larger cities it is proposed to have separate offices for unskilled labour and for skilled workers. These offices will report daily to a provincial clearing-house the number of workers unplaced and the situations unfilled, by trades; and on the clearing-house personnel will fall the duty of matching up vacancies in one part of the province with unabsorbed workers in other localities. Upon the provincial organizations will be superimposed a federal system of two clearing-houses, located probably at Winnipeg and Ottawa. When the provincial clear-

*For text of the Act see LABOUR GAZETTE, May, 1918, pp. 355-6.

ing-houses have done their best to relate workers to positions in the provinces and find that there is still a deficiency or a surplus of labour in some parts, the federal clearing-house will take up the work at this point and will try to locate the surplus labour or secure the labour required in other provinces. The clearing-house at Winnipeg will function in this way for all the western provinces, while the Ottawa clearing-house will perform a similar task in the East. By this plan the Dominion Government will have always at hand accurate information as to the demand and supply of labour in all parts of the country, the extent to which private industry is absorbing the returned soldiers and demobilized war-workers, the volume of public employment that must be provided to take up any surplus and the localities and trades in which such employment is required.

In placing this machinery at the disposal of employers and employees the Dominion and provincial governments are anxious that it shall be operated for the common interests of both classes, and to that end advisory committees, equally representative of employers and employees, will be connected with all the larger offices. A national advisory committee, to be called the Employment Service Council of Canada, will be organized at once to supervise the administration of the entire organization. The provincial governments will appoint one member each on this committee and the Soldiers' Civil Re-establishment Departpartment, the Great War Veterans, the Canadian Manufacturers' Association, the Trades and Labour Congress, the Railway War Board, the Railway Brotherhoods, and the Canadian Council of Agriculture will also be represented. The Department of Labour appoints three members, two of whom must be women. A provincial advisory committee to safeguard the interests of employers and employees will also be appointed in each province.

One problem which remains to be settled is the relation of the employment organization to the work of the Department of Soldiers' Civil Re-establishment and the provincial Returned Soldiers' Commissions. There have been conferences, however, between the employment officials and the officials of the Department of Soldiers' Civil Re-establishment on this matter and the delimitation of the spheres of the two has been practically agreed upon. It is admitted by all who have given attention to the subject that a well thought out system of employment offices is indispensable in any programme of demobilization and reconstruction. The British system of labour exchanges has proven a most valuable instrument in organizing British labour to make its maximum contribution to war effort, and it is expected to play as important a part in the demobilization period. The United States government is devoting much energy and money to the establishment of an efficient employment service. Canada, it is hoped, will soon have an employment organization that will materially assist employers and workers to make the transition from a war to a peace basis.

REPORTS OF EMPLOYMENT OFFICES

DURING October there was an increase of almost 1 per cent in the demand for labour, as compared with September, on the basis of the daily average of vacancies notified to 110 employment offices (82 commercial, 16 public, and 12 philanthropic). As compared with the demand reported for October of last year by practically identical offices, there was an increase of about 4 per cent. The total number of vacancies notified to all offices in Octo-

ber was 50,360, a daily average of 1894.5, as compared with 2021.57, in September, 1918, and with 1744.55, in October, 1917. The number of persons placed was 20,121, a daily average of 827.71 as compared with averages of 799.82 and 826.19 in the preceding month and in October of last year. The proportion of vacancies filled to the total vacancies notified was 40.0 per cent, as compared with 38.6 per cent in September and with 45.9 per cent in October, 1917.

As to employment for woman and girl workers, the number of vacancies notified was 8,013, a daily average of 308.57 as compared with 238.7, in September and with 236.2 in October, 1917. The number of such workers placed was 3,471, a daily average of 133.58, as compared with 85.9 in September and with 84.2 in the corresponding period of 1917. The proportion of vacancies filled to vacancies notified for men and boys was 39.35 per cent, and for women and girls 43.32 per cent, as compared with 38.94 per cent and 36.0 per cent, respectively, for September, and with 47.8 per cent and 35.5 per cent respectively, for October, 1917. Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Toronto and Winnipeg showed increases in the demand for labour both as compared with September, 1918, and with October, 1917. Edmonton and Vancouver reported declines in both cases, while Montreal showed a decrease in comparison with September, 1918, and an increase over Ocotber, 1917. Of the smaller centres, Brantford, Kitchener, St. Thomas and Regina all showed increases in both comparisons, while Ottawa and Calgary reported declines in both cases.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association, and other agencies was 1,533, a daily average of 44.3, as compared with averages of 106.6 in September, 1918, and 86.0 in October, 1917. The number of casual jobs supplied was 3,794, a daily average of 144.4, as compared with averages of 168.4 in the preceding month and 185.5 in October of last year.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED OCTOBER 31, 1918.

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	**246**	**51**	..	5	**302**	**868**	**140**	..	**14**	**1122**
Halifax	4	...	..	..	4	4	....	..	..	4
St. John	16	...	..	..	16	16	....	..	..	16
Quebec	25	...	..	..	25	25	....	..	..	25
Montreal	40	...	..	..	40	558	....	..	..	558
Ottawa	12	...	..	..	12	55	....	..	..	55
Toronto	76	...	..	..	76	149	....	..	..	149
Hamilton	2	5	..	..	7	14	11	..	..	25
Winnipeg	13	20	..	..	33	58	53	..	..	111
Calgary	29	6	..	..	35	60	56	..	9	125
Edmonton	18	20	..	5	43	18	20	..	5	43
Vancouver	11	...	..	..	11	11	....	..	..	11
Y.W.C.A.	...	**183**	..	..	**183**	....	**464**	..	..	**464**
Ottawa	...	40	..	..	40	....	75	..	..	75
Toronto	...	4	..	..	4	....	13	..	..	13
Winnipeg	...	7	..	..	7	....	10	..	..	10
Saskatoon	...	20	..	..	20	....	135	..	..	135
Calgary	...	77	..	..	77	....	141	..	..	141
Edmonton	...	4	..	..	4	....	33	..	..	33
New Westminster	...	2	..	..	2	....	12	..	..	12
Victoria	...	29	..	..	29	....	45	..	..	45
Miscellaneous	**323**	**706**	**9**	**10**	**1048**	**890**	**1299**	**9**	**10**	**2208**
Montreal Catholic Social Service Guild	1	51	..	..	52	4	77	..	..	81
Montreal Directorate of Female Immigration	...	12	..	..	12	....	12	..	..	12
Toronto Municipal	43	...	..	..	43	127	....	..	..	127
Brantford Provincial	28	17	9	10	64	28	17	9	10	64
St. Thomas Provincial	...	3	..	..	3	....	11	..	..	11
Winnipeg Municipal	132	233	..	..	365	596	642	..	..	1238
Vancouver Municipal	119	390	..	..	509	135	540	..	..	675
Total	**569**	**940**	**9**	**15**	**1533**	**1858**	**1903**	**9**	**24**	**3794**
Daily Average:—										
September, 1918	...	...	..	..	**106.6**	....	....	..	..	**168.4**
October, 1918	...	...	..	..	**44.3**	....	....	..	..	**144.4**
October, 1917	...	...	..	..	**86 0**	....	....	..	..	**185.5**

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED OCTOBER 30, 1918

OFFICE	Vacancies notified								Individuals placed							
	Men	Women	Boys	Girls	Total	Daily Average Sept., 1918	Daily Average Oct., 1918	Daily Average Oct., 1917	Men	Women	Boys	Girls	Total	Daily Average Sept., 1918	Daily Average Oct., 1918	Daily Average Oct., 1917
Halifax—Commercial (2)	7	16	1	1	25	1.87	.97	3.00	5	10	1	2	18	1.79	.69	.246
St. John—Commercial (1)	38	10	....	....	48	5.91	2.00	1.84	8	1	....	....	9	.83	.38	.72
Quebec—Provincial	181	2	....	....	183	10.73	7.04	11.58	47	1	....	....	48	4.86	1.85	8.27
Sherbrooke Provincial	19	....	....	19	38	5.58	1.41	5.56	16	....	....	16	32	2.50	1.19	3.37
Montreal	4797	211	1	2	5011	444.52	194.69	189.98	1902	56	1	1	1960	108.42	74.71	83.56
Provincial	547	51	....	....	598	30.63	23.92	27.81	185	22	....	....	207	10.46	8.28	14.04
Catholic Social Service Guild	5	57	....	2	64	2.50	2.67	1.48	3	16	....	1	20	1.04	.83	.89
Directorate of Female Immigration	....	103	1	....	104	8.21	4.0	4.93	....	18	1	....	19	.87	.73	.96
Commercial (10)	4245	....	....	....	4245	403.18	164.10	155.76	1714	....	....	....	1714	96.05	64.87	67.67
Ottawa	1222	78	....	10	1310	58.10	50.17	61.47	545	36	....	....	581	40.73	22.14	39.93
Provincial	227	26	....	....	253	21.71	9.73	24.12	227	26	....	....	253	21.71	9.73	24.12
Y.W.C.A.	....	46	....	....	46	.73	1.77	1.22	....	10	....	....	10	.46	.38	.37
Commercial (5)	995	6	....	10	1011	35.66	38.67	36.13	318	....	....	....	318	18.56	12.03	15.44
Toronto	5324	3482	12	6	8824	260.44	315.29	170.78	2920	1837	3	8	4768	138.45	185.57	117.97
Provincial	1276	2802	....	....	4078	90.12	156.84	33.12	545	1563	....	....	2108	45.75	81.08	16.95
Municipal	1158	....	2	....	1160	52.08	44.62	43.92	771	....	2	....	773	35.12	29.73	34.00
Y.W.C.A.	....	250	....	....	250	8.69	10.0	5.84	....	27	....	....	27	1.30	1.08	.64
Commercial (7)	2890	430	10	6	3336	109.55	103.83	87.90	1604	247	1	8	1860	56.28	73.68	66.38
Hamilton—Provincial	548	189	....	....	737	29.87	28.35	7.96	91	106	....	....	197	4.92	7.58	5.54
London—Provincial	246	131	....	....	377	19.22	14.5	10.62	113	189	....	....	302	7.39	11.62	8.81
Brantford—Provincial	216	11	....	60	287	9.36	11.04	4.53	154	5	....	38	197	5.76	7.58	3.62
Kitchener—Provincial	39	....	25	15	79	2.16	3.04	2.63	28	....	1	3	32	1.04	1.23	96
St. Thomas—Provincial	248	32	....	....	280	7.04	11.2	2.65	52	10	....	....	62	2.72	2.48	1.62
Walkerville—Provincial	17	....	....	....	17	1.07	.65	1.58	16	....	....	....	16	1.08	.62	1.58
Fort William and Port Arthur—Commercial (5)	2099	5	....	21	2125	80.21	81.66	120.26	434	1	....	....	435	13.99	18.66	16.71
Winnipeg	12223	1753	208	115	14299	384.98	535.95	396.12	3080	483	42	13	3618	118.57	198.27	162.01
Municipal	59	172	1	16	248	11.71	9.54	15.58	51	77	1	9	138	6.42	5.31	8.73
Girl's Home of Welcome	....	49	....	....	49	1.88	1.81	5.00	....	14	....	....	14	.28	.52	1.54
Y.W.C.A.	....	100	....	....	100	4.40	3.70	6.70	....	18	....	....	18	.6	.67	.67
Commercial (10)	12164	1432	207	99	13902	366.99	520.90	368.84	3029	374	41	4	3448	111.27	191.77	151.07
Brandon	925	....	....	....	925	30.00	35.69	42.51	204	1	....	....	205	14.16	7.89	12.12
Commercial (3)	925	....	....	....	925	30.00	35.69	42.51	204	1	....	....	205	14.16	7.89	12.12
Regina	2956	94	23	50	3123	63.54	119.71	47.36	569	42	23	19	653	26.62	24.63	22.12
Y.W.C.A.	....	2	....	3	5	.19	.19	.56	....	2	....	3	5	.19	.19	.22
Commercial (4)	2956	92	23	47	3118	63.35	119.52	46.80	569	40	23	16	648	26.43	24.44	21.90
Saskatoon	1604	60	3	81	1748	94.99	67.04	133.34	829	17	1	24	871	49.48	33.45	38.52
Provincial	400	....	....	....	400	39.23	15.38	26.69	269	....	....	....	269	24.00	10.35	22.04
Y.W.C.A.	....	50	....	75	125	5.00	4.63	4.46	....	9	....	22	31	.92	1.15	1.00
Commercial (3)	1204	10	3	6	1223	50.76	47.03	102.19	560	8	1	2	571	24.56	21.95	15.48
Calgary	1995	291	9	15	2310	116.20	86.28	132.49	1272	106	....	....	1378	64.52	51.64	91.55
Y.W.C.A.	....	215	....	....	215	4.12	7.96	3.74	....	89	....	....	89	1.76	3.30	.46
Commercial (5)	1995	76	9	15	2095	112.08	78.32	128.75	1272	17	....	....	1289	62.76	48.34	91.09
Edmonton	3917	268	21	85	4291	198.63	165.45	200.49	1675	40	5	6	1726	71.24	66.21	88.66
Y.W.C.A.	....	48	....	....	48	3.21	2.29	3.59	....	12	....	....	12	.21	.57	.89
Commercial (10)	3917	220	21	85	4243	195.42	163.16	196.90	1675	28	5	6	1714	71.03	65.64	87.77
New Westminster	36	3	....	....	39	2.45	1.45	1.69	12	3	....	....	15	1.12	.56	.34
Municipal	36	....	....	....	36	2.20	1.33	1.50	12	....	....	....	12	1.08	.44	.15
Y.W.C.A.	....	3	....	....	3	.25	.12	.19	....	3	....	....	3	.04	.12	.19
Vancouver	3289	429	7	249	3974	180.95	148.93	175.92	2529	227	7	119	2882	113.68	104.21	109.12
Municipal	42	....	....	....	42	1.83	1.56	7.63	42	....	....	....	42	1.82	1.56	5.33
Commercial (10)	3247	429	7	249	3932	179.12	147.37	168.29	2487	227	7	119	2840	111.86	102.65	103.79
Victoria	91	187	....	32	310	13.75	12.05	20.19	65	40	....	11	116	5.95	4.55	6.63
Y.W.C.A.	....	39	....	....	39	2.52	1.5	2.46	....	3	....	....	3	.28	.12	.19
Commercial (7)	91	148	....	32	271	11.23	10.55	17.73	65	37	....	11	113	5.67	4.43	6.44
Total (23 centres)	42037	7252	310	761	50360	2021.57	1894.56	1744.55	16586	3211	84	260	20121	799.82	827.71	826.19

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in 35 cities, showed a decrease during November, 1918, as compared with the previous month, the total value of building permits falling from $2,850,428 in October to $2,387,045 in November, a decrease of $463,383, or 16.26 per cent. Nova Scotia and Quebec recorded increases as compared with the previous month. As compared with the corresponding month of 1917, there was an increase of 11.07 per cent, the value for November, 1917, being $2,149,223. In this comparison Nova Scotia, Ontario, Manitoba, and British Columbia reported increases.

Of the larger cities, Hamilton showed an increase, both as compared with the preceding month and with November of 1917. Montreal-Maisonneuve, Calgary

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City	October, 1918	November, 1918	November, 1917	November, 1918, compared with October, 1918. Increase (+) Decrease (—)		November, 1918, compared with November, 1917. Increase (+) Decrease (—)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	**$264,861**	**$345,597**	**$81,373**	+ **80,736**	+ **30.48**	+ **264,224**	+ **324.70**
Halifax	217,361	326,907	35,208	+ 109,546	+ 50.40	+ 291,699	+ 828.50
Sydney	47,500	18,690	46,165	— 28,810	— 60.65	— 27,475	— 59.51
New Brunswick	**25,635**	**25,050**	**26,903**	— **585**	— **2.28**	— **1,853**	— **6.89**
Moncton	8,535	22,550	18,403	+ 14,015	+ 164.22	+ 4,147	+ 22.53
St. John	17,100	2,500	8,500	— 14,600	— 85.38	— 6,000	— 70.59
Quebec	**515,242**	**635,375**	**784,170**	+ **120,133**	+ **23.32**	— **148,795**	— **18.97**
Montreal-Maisonneuve	379,150	339,475	220,555	— 39,675	— 10.46	+ 118,920	+ 53.92
Quebec	9,067	69,050	495,945	+ 59,983	+ 661.55	— 426,895	— 86.08
Sherbrooke	28,400	10,000	53,400	— 18,400	— 64.79	— 43,400	— 81.27
Three Rivers	93,875	209,600	12,770	+ 115,725	+ 123.28	+ 196,830	+ 1541.34
Westmount	4,750	7,250	1,500	+ 2,500	+ 52.63	+ 5,750	+ 383.33
Ontario	**1,631,890**	**1,132,664**	**971,142**	— **499,226**	— **30.59**	+ **161,522**	+ **16.63**
Brantford	5,900	129,945	27,346	+ 124,045	+ 2102.46	+ 102,599	+ 375.18
Fort William	2,400	525	11,100	— 1,875	— 78.13	— 10,575	— 95.27
Guelph	1,809	5,830	6,515	+ 4,021	+ 222.28	— 685	— 10.51
Hamilton	180,875	356,000	153,460	+ 175,125	+ 96.82	+ 202,540	+ 131.98
Kingston	35,033	18,355	4,247	— 16,678	— 47.61	+ 14,108	+ 332.19
Kitchener	15,275	1,265	11,765	— 14,010	— 91.72	— 10,500	— 89.25
London	277,650	110,690	85,010	— 166,960	— 60.13	+ 25,680	+ 30.21
Ottawa	205,078	41,600	104,200	— 163,478	— 79.72	— 62,600	— 60.08
Peterborough	37,117	2,532	7,235	— 34,585	— 93.18	— 4,703	— 65.00
Port Arthur	2,175	3,240	5,932	+ 1,065	+ 48.97	— 2,692	— 45.38
Stratford	5,460	1,153	6,060	— 4,307	— 78.88	— 4,907	— 80.98
St. Catharines	49,267	13,319	56,448	— 35,948	— 72.97	— 43,129	— 76.40
St. Thomas	2,120	9,025	2,400	+ 6,905	+ 325.71	+ 6,625	+ 276.04
Toronto	781,201	396,385	418,019	— 384,816	— 49.26	— 21,634	— 5.18
Windsor	30,530	42,800	71,405	+ 12,270	+ 40.19	— 28,605	— 40.06
Manitoba	**102,750**	**60,096**	**49,300**	— **42,654**	— **41.51**	+ **10,796**	+ **21.90**
Brandon	7,750	17,046	2,700	+ 9,296	+ 119.95	+ 14,346	+ 531.33
Winnipeg	95,000	43,050	46,600	— 51,950	— 54.68	— 3,550	— 7.62
Saskatchewan	**138,950**	**41,400**	**109,290**	— **97,550**	— **70.20**	— **67,890**	— **62.12**
Moose Jaw	76,370	3,200	33,950	— 73,170	— 95.81	— 30,750	— 90.57
Regina	40,450	29,850	13,240	— 10,600	— 26.21	+ 16,610	+ 125.45
Saskatoon	22,130	8,350	62,100	— 13,780	— 62.27	— 53,750	— 86.55
Alberta	**82,200**	**61,100**	**83,700**	— **21,100**	— **25.67**	— **22,600**	— **27.00**
Calgary	76,000	42,500	27,700	— 33,500	— 44.08	+ 14,800	+ 53.43
Edmonton	6,200	18,600	56,000	+ 12,400	+ 200.00	— 37,400	— 66.79
British Columbia	**88,900**	**85,763**	**43,345**	— **3,137**	— **3.53**	+ **42,418**	+ **97.86**
New Westminster	7,500	3,800	4,550	— 3,700	— 49.33	— 750	— 16.48
Vancouver	70,825	70,798	35,075	— 27	— .04	+ 35,723	+ 101.85
Victoria	10,575	11,165	3,720	+ 590	+ 5.58	+ 7,445	+ 200.31
Total—35 cities	**$2,850,428**	**$2,387,045**	**$2,149,223**	— **$463,383**	— **16.26**	+ **$237,822**	+ **11.07**

and Vancouver recorded declines as compared with October and increases in comparison with November, 1917, while Edmonton indicated an increase in comparison with October, 1918, and a decrease as compared with November, 1917. Of the smaller centres, Halifax, Moncton, Three Rivers, Westmount, Brantford and Brandon all showed large increases in both comparisons; Halifax, Three Rivers and Brantford being especially noteworthy.

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

REPORTS from 15 cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in November showed a decrease of slightly over 3 per cent in the number of workers and an increase of almost 1 per cent in the wages paid in comparison with October. In November, 1918, 7,144 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to $283,485.95, as compared with 7,419 employees and an aggregate pay-roll of $280,974.37, in October. In comparison with the same period of last year, a decrease of nearly 9 per cent in the number of persons engaged and an increase of slightly over 7 per cent in the wages paid, are indicated, there being 7,787 employees, with a total pay-roll of $263,590.36 in the first two weeks in November, 1917.

Ottawa, Winnipeg, and Calgary reported increases in the number of employees both as compared with October, 1918, and November, 1917, while Brandon showed an increase in comparison with October, 1918, and a slight decrease as compared with November, 1917. As to wages, Montreal, Ottawa, Brandon, and Calgary recorded increases in both comparisons. St. John, Winnipeg, Regina and Victoria showed a decrease as compared with October, 1918, and an increase over November, 1917. Toronto was the only city recording a noticeable decrease in both comparisons.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS—NOVEMBER, 1918, COMPARED WITH OCTOBER, 1918, AND WITH NOVEMBER, 1917.

CITY	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	Oct., 1918	Nov., 1918	Nov., 1917	October, 1918	November, 1918	November, 1917
St. John	300	242	299	8,419.26	7,978.90	6,927.31
Montreal	2,788	2,661	2,348	92,632.46	101,478.22	66,674.94
Ottawa	380	440	399	16,735.25	18,361.56	14,758.82
Toronto	1,050	958	1,511	40,432.36	37,318.01	55,871.52
Hamilton	404	361	392	15,413.44	13,251.36	14,156.55
London	200	170	317	6,988.34	6,207.12	10,562.06
Winnipeg	537	540	512	22,366.20	22,125.35	19,092.43
Brandon	39	44	45	1,383.83	1,550.78	1,355.29
Regina	273	274	251	13,396.52	11,946.08	9,990.55
Moosejaw	72	77	88	3,375.40	3,167.10	3,346.65
Saskatoon	208	196	290	9,567.30	11,433.95	11,437.25
Calgary	283	370	356	12,222.60	14,167.73	12,549.80
Edmonton	277	262	343	12,637.42	11,564.45	12,908.62
Vancouver	405	393	446	16,115.93	14,652.52	16,741.49
Victoria	203	156	190	9,288.06	8,282.82	7,217.08
Total	7,419	7,144	7,787	$280,974.37	$283,485.95	$263,590.36

MINIMUM WAGES FOR FEMALE EMPLOYEES IN MANITOBA

SINCE April 26, the date of the first meeting of the Manitoba Wage Board,* regulations have been issued by the Board affecting the following groups of occupations: (1) laundries; (2) abattoirs; (3) yeast factories; (4) creameries; (5) groceries; (6) pickle factories; (7) macaroni and vermicelli factories; (8) confectionery and biscuit factories; (9) retail stores; (10 paper box factories; and (11) soap factories. The awards covering laundries—group (1)—and food-stuff factories—groups (2), (3), (4), (5), (6) and (7)—have already been noted in the LABOUR GAZETTE,† but for purposes of comparison certain parts of these orders are recapitulated in the present article. The Board is now investigating the employment of women and girls in other industries. Further awards of the Board will be summarized from time to time in the LABOUR GAZETTE as the regulations bringing them into effect are published in the *Manitoba Gazette*.

Each set of regulations issued by the Board fixes a minimum weekly wage and maximum hours per day and week, and also prescribes the conditions under which female workers may be employed. The effect of the regulations is to standardize working conditions in the industries affected. Apart from slight variations due to the nature of a particular industry, as, for instance, the providing of guards for mangles in laundries, the requirements concerning the health, safety, and comfort of employees are identical in all the orders. The provisions respecting overtime, Sunday labour, weekly payment of wages, etc., are also standardized to a great degree. The regulations governing confectionery and biscuit factories are reproduced below, and, as regards working conditions in general, this one set of orders may be taken as typical of all. The wages and hours fixed by the different regulations, however, vary to some extent; and a table summarizing by industries the various sections dealing with wages and hours is, therefore, also included at the end of this article.

In fixing rates of wages the Board has divided female employees into three classes: (1) experienced workers of 18 years of age or over; (2) adult learners; (3) minors. The regulations fix a minimum wage for experienced adult workers. For adult learners two minimum rates are set, the first rate to be paid during the first three months of employment, and the second rate for the same employees during the second three months. After six months these employees shall be classed as experienced workers. In retail stores the probation period is 12 months instead of six months, and the second rate of learners' wages shall be paid at the end of six months instead of three months. In abattoirs, creameries, pickle and yeast factories, minors are treated as adult learners. In retail stores they are divided into three classes according to age. In all the other industries three minimum rates for minors are fixed. The first rate is for minors during the first six months of employment. At the end of six months these employees shall be paid according to the second rate, and after 12 months, according to the third rate. At the end of 18 months they shall be classed as experienced adults. The regulations also provide that any female employee who has been employed in a factory for at least six months, or in a detail store for at least 12 months, before reaching the age of 18 years, shall be classed as an experienced adult worker upon reaching that age. In retail stores an employee who reaches the adult age without experience

*For the text of the Act creating this Board see LABOUR GAZETTE, August, 1918, p. 681.

†See LABOUR GAZETTE, July, 1918, p. 537, and August, 1918, p. 637.

in selling goods shall serve a learning period of six months at a minimum rate of $11.00 per week.

The following is a typical set of regulations as issued by the Manitoba Minimum Wage Board:

REGULATIONS RESPECTING FACTORIES MANUFACTURING AND PREPARING CONFECTIONERY AND BISCUITS.

1. Conditions of Labour:

(1) Cleanliness.—Every room and the floors, walls, ceilings, windows, and every other part thereof, and all fixtures therein, shall at all times be kept in a clean and sanitary condition.

(2) Drinking Water.—A sufficient quantity of safe, fresh drinking water within reasonable access of all workers, and on the same floor as any regular working room, shall be provided with sanitary appliances for drinking. A common drinking cup shall not be used. When the water is iced, the ice shall not be in the same container as the water.

(3) Lighting. — Artificial illumination in every workroom shall be installed, arranged, and used, so that the light furnished will at all times be sufficient for the work carried on therein, and prevent unnecessary strain to the vision or glare to the eyes of the worker. Each workroom shall be lighted from outdoors, with windows at least equal in size to one-eighth of the floor space, and opening on a street, lane, or court at least 10 feet wide, except where the work requires a low temperature or a subdued light.

(4) Ventilations.—There shall be 400 cubic feet of air space for each employee in each workroom. All windows and sashes shall open freely. Air shafts shall be open to the outside air at top and bottom. Storm sashes shall either be on hinges or have a portion at least 80 square inches in size, which can be readily opened. In any workroom which cannot be ventilated by these means mechanical appliances shall be installed.

(5) Toilet Rooms.—There shall be provided suitable and convenient toilets, separate from those used by the opposite sex, and the number of such toilets shall not be less than one to every twenty-five female persons employed at one time, or fraction thereof. Such toilets must be thoroughly ventilated and open to the outside air, and must be kept in a clean and sanitary condition.

(6) Wash Basins, Etc.—Wash basins shall be provided in at least the proportion of one to twenty-five female persons employed at one time, or fraction thereof, and shall be separate from those used by the opposite sex. Individual towels, either cloth or paper, shall be furnished to the workers.

(7) Temperature.—There shall be a thermometer in each workroom, and the maximum temperature during working hours shall be between 60 deg. and 75 deg. Fahrenheit, except when the temperature outdoors exceeds 75 deg. Fahrenheit, and where the work requires a temperature lower than normal.

(8) Health and Injuries.—Each factory shall keep a First-Aid kit, and at least one reliable member of the working force of the factory shall be trained in its use. Where there are more than six employees, a couch or stretcher shall be provided for emergencies, and where no dressing rooms or similar apartment exists, a screen shall be provided.

2. Hours:

(1) Hours of Labour.—The hours of labour shall be not more than nine (9) hours in any day, nor more than forty-nine in any week. Saturday afternoon shall be a half-holiday. No female employee shall work between 9 p.m. and 7 a.m., nor between 12 o'clock Saturday night and 12 o'clock Sunday night.

(2) Overtime.—Overtime shall be governed by the regulations of "The Factories Act," viz., not oftener for any worker than 36 days in a year, and only on permit from the Bureau of Labour. There shall be extra payment at the regular rate if the work exceeds the number of hours allowed in these regulations to any industry.

(3) Lunch Hour.—One hour shall be allowed for lunch.

(4) Delays.—An employee waiting on the premises as required by the employer shall be paid for the time thus spent.

3. Wages:

(1) Method of Payment.—Wages shall be paid weekly.

(2) Notice to be Given.—Where the employees are engaged by the week, one week's notice shall be required on the part of the employer in dismissing an employee, and on the part of the employee on leaving employment, except in the case of flagrant insubordination on the part of the employee, or flagrantly unjust treatment on the part of the employer.

(3) The Minimum Wage.—No experienced female employee of 18 years of age or over shall be paid wages at a less rate than ten dollars ($10.00) per week.

(4) Adult Learners.—No inexperienced female employee of 18 years of age or over shall be paid wages at a less rate than eight dollars ($8.00) for the first three months after entering the factory and nine dollars ($9.00) for the second three months; after which period of six months she shall be considered an experienced employee. Not more than twenty-five per cent (25%) of the total adult female workers in any factory shall be learners.

(5) Minors.—Female employees under 18 years of age shall be paid not less than a weekly wage rate of seven dollars ($7.00) for the first six months; of seven dollars and a half ($7.50) for the second six months; and of eight dollars ($8.00) for the third six months. After 18 months' employment she shall receive

not less than the experienced adult rate of ten dollars ($10.00) per week. Any female employee who has been working six months or more in a factory before reaching the age of 18 years shall be considered, on reaching the age of 18 years, to be an experienced adult worker. The number of minors in any factory shall not exceed twenty-five per cent (25%) of the adult female employees.

4. Board, Lodging, Etc.:

Where lodging is furnished by the employer, there shall be deducted from the wage rate a sum which shall not be more than at a rate of two dollars ($2.00) per week; and for board at no more than a rate of four dollars and a half ($4.50) per week; and for both lodging and board at no more than a rate of six dollars ($6.00) per week.

5. Permits of Exemption:

Where exceptional conditions arise as in the case of extending or remodelling existing buildings, any deviation from these regulations shall be only by special permission from the Board.

6. Penalty:

Any violation of these regulations is punishable by fine or imprisonment, or both. See "The Minimum Wage Act," section 17.

7. Posting of Regulations:

Each factory shall keep a copy of these regulations posted in a conspicuous place.

The following is a summary of the various sections dealing with wages and hours in various industries contained in the regulations that have been published to date:

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA

Industry.	Maximum Hours.		Minimum Weekly Wage					
	Per day	Per week	Experienced Adults	Adult Learners		Minors*		
				(1st period)	(2nd period)	(1st period)	(2nd period)	(3rd period)
(1) Laundries	9	52	9.50	$8.00 for 1st 3 mos.	$9.00 for 2nd 3 mos.	$7.00 for 1st 6 mos.	$7.50 for 2nd 6 mos.	$8.00 for 3rd 6 mos.
(2) Abattoirs	9	48	10.00	8.00 for 1st 3 mos.	9.00 for 2nd 3 mos.	8.00 for 1st 3 mos.	9.00 for 2nd 3 mos.	....
(3) Yeast factories	9	48	10.00	8.00 for 1st 3 mos.	8.50 for 2nd 3 mos.	8.00 for 1st 3 mos.	8.50 for 2nd 3 mos.	
(4) Creameries	9	48	10.00	8.50 for 1st 3 mos.	9.00 for 2nd 3 mos.	8.50 for 1st 3 mos.	9.00 for 2nd 3 mos.	....
(5) Groceries	9	50	10.00	8.00 for 1st 3 mos.	8.50 for 2nd 3 mos.	8.00 for 1st 6 mos.	8.50 for 2nd 6 mos.	9.00 for 3rd 6 mos.
(6) Pickle factories	9	50	9.50	8.00 for 1st 3 mos.	9.00 for 2nd 3 mos	8.00 for 1st 3 mos.	9.00 for 2nd 3 mos.	..
(7) Macaroni and vermicelli factories	9	52	9.50	8.00 for 1st 3 mos.	9.00 for 2nd 3 mos	7.00 for 1st 6 mos.	7.50 for 2nd 6 mos.	8.00 for 3rd 6 mos.
(8) Confectionery and biscuit factories	9	49	10.00	8.00 for 1st 3 mos.	9.00 for 2nd 3 mos.	7.00 for 1st 6 mos.	7.50 for 2nd 6 mos.	8.00 for 3rd 6 mos.
(9) Retail Stores:—								
(a) Departmental stores.	8½	50	12.00	9.00 for 1st 6 mos.	11.00 for 2nd 6 mos.	7.00 if 14 or 15 yrs of age	8.00 if 16 years of age	9.00 if 17 years of age
(b) 5, 10, 15 ct. stores	9	48	12.00	9.00 for 1st 6 mos.	11.00 for 2nd 6 mos.	7.00 if 14 or 15 yrs of age	8.00 if 16 years of age.	9.00 if 17 years of age.
(c) Standard retail stores	8½	49	12.00	9.00 for 1st 6 mos.	11.00 for 2nd 6 mos.	7.00 if 14 or 15 yrs of age	8.00 if 16 years of age.	9.00 if 17 years of age.
(10) Paper box factories	9	49	10.00	8.00 for 1st 3 mos.	8.50 for 2nd 3 mos.	7.00 for 1st 6 mos. 8.00 for 1st 6 mos. if 17 years of age.	8.00 for 2nd 6 mos.	9.00 for 3rd 6 mos.
(10) Soap factories	9	49	10.00	8.00 for 1st 3 mos.	8.50 for 2nd 6 mos.	8.00 for 1st 6 mos.	8.50 for 2nd 6 mos.	9.00 for 3rd 6 mos.

* Minors who reach the age of 18 years after not less than 6 months' experience (12 months in retail stores) are classed as experienced adults.

EARNINGS OF CONTRACT MINERS IN ALBERTA AND BRITISH COLUMBIA

THE Director of Coal Operations for southwestern Alberta and southeastern British Columbia has compiled a schedule showing the earnings of contract miners in the principal mines in District 18 during the month of July, 1918. These earnings range from $4.72 to $17.06 per shift, the average earnings for each miner being $7.42 per shift. There were included in the schedule 47 mines, employing 3,028 contract miners, whose average total earnings per shift amounted to $22,488.79.

The schedule is as follows:

Name of mine.	Average earnings per man per shift	Average number of men employed	Average total earnings per shift
Canadian Pacific Railway Co. (Bankhead Mines)	$8.09	47	380.23
The Crow's Nest Pass Coal Co., Limited, (Coal Creek)	7.24	238	1,723.12
" " " " " " (Michel)	6.88	115	791.20
Hillcrest Collieries, Limited	7.43	80	594.40
McGillivray Creek Coal & Coke Co., Limited	6.24	124	773.76
The Mountain Park Coal Co., Limited	7.87	45	354.15
Canadian Pacific Railway Company (Galt Mines, No. 3)	5.49	100	549.00
" " " " " " (Galt Mines, No. 6)	5.35	212	1,134.20
North American Collieries, Limited (Lethbridge Coliery)	7.33	140	1,026.20
" " " " " (Monarch Colliery)	7.64	45	343.80
" " " " " " (Pembina Colliery)	8.60	50	430.00
" " " " " " (Pacific Colliery)	10.44	30	313.20
Jasper Park Collieries, Limited (Pocahontas)	7.87	66	519.42
" " " " " (Miette)	17.06	24	409.44
Chinook Coal Co., Limited	7.27	60	436.20
The Canada West Coal Co., Limited	5.84	102	595.68
Corbin Coal and Coke Co., Limited	9.16	7	64.12
The International Coal and Coke Co., Limited	8.16	106	864.96
West Canadian Collieries, Limited (Blairmore)	7.33	126	923.58
" " " " " (Bellevue)	7.80	167	1,302.60
Midland Collieries, Limited	6.49	53	343.97
The Atlas Coal Company Limited	7.78	28	217.84
Premier Coal Company Limited	7.25	39	282.75
The Drumheller Land Co., Limited	6.85	43	294.55
The Rosedeer Coal Company	7.18	105	753.90
The Star Coal Mines, Limited	7.90	43	339.70
Western Gem Mining Company, Limited	6.69	27	180.63
The Rosedale Coal and Clay Products Co., Limited	8.92	83	740.36
Peerless Coal Company	....	..	.....
Brazeau Collieries, Limited	8.02	171	1,371.42
The Western Commercial Company, Limited	8.63	79	681.77
Hamilton Coal Company	9.65	20	193.00
Federal Coals, Limited	5.40	27	145.80
Federal Coals, Limited	4.72	10	47.20
The Humberstone Coal Co	6.32½	6	37.95
A. B. C.	7.33	60	439.80
Byers	5.54	4	22.16
Brule Lake	9.26	111	1,027.86
Dobell	5.50	15	82.50
Newcastle	8.71	31	270.01
Cardiff	6.11	31	189.41
Twin City	5.85	37	216.45
Canmore	7.98	....	.....
Yellowhead	7.62	32	243.84
Scranton	8.74	21	183.54
Regal	6.75	20	135.00
Lakeside	7.44	13	96.72
Cadomin	12.04	35	421.40
	....	3,028	22,488.79
Average	$7.42		

AWARD OF ADJUSTER OF WAGES IN B.C. SHIPYARDS

THE adjuster appointed by the Dominion Government for the settlement of grievances and rates of wages in British Columbia shipyards, in accordance with an agreement* which became effective on June 1, 1918, has made an award allowing employees an increase in wages of 2 cents an hour from September 1. The award is as follows:

Clause 15 of the working rules and rates of pay governing operations of shipbuilding and allied manufacturing plants in the province of British Columbia, as from June 1, 1918, provides as follows:

> "These rules to remain in effect for the period of the war; the wage rates will be revised every three months according to official information on the cost of living, as published in the LABOUR GAZETTE of the Department of Labour of the Dominion of Canada, as applicable to the province of British Columbia."

In accordance with the above clause I have investigated the cost of living in British Columbia and particularly in the area affected by the shipbuilding industry and have compared the figures for the month of June and for the month of August, as contained in the LABOUR GAZETTE, in order to arrive at the amount of increase, if any, to be added to the wages of employees governed by the agreement above referred to.

I find that the cost of living in the cities of Vancouver, Victoria, and New Westminster combined, as shown by the LABOUR GAZETTE, amounted for the month of June to $20,649, and for the month of August to $21,166, showing an increase of .517 or 52 cents per week. Dividing this by 44 hours, which is the ordinary working week in the shipbuilding yards, would give an increase of 1.2 cents per hour.

As the articles enumerated in the LABOUR GAZETTE do not include all the necessaries of life I have further investigated the increase in the cost of clothing, and other necessities, and find that such increases will be met by a further increase of .8 cents per hour to the wages, which in addition to the 1.2 cents per hour referred to above, makes a total of 2 cents per hour increase in the wages of all employees covered by the above agreement, such increase to be effective as and from September 1, 1918.

W. L. MACDONALD,
Adjuster.

*For text of the agreement see LABOUR GAZETTE, June, 1918, page 412.

REVISED SCHEDULE OF WAGES IN THE ANTHRACITE COAL MINING INDUSTRY IN THE UNITED STATES

READJUSTMENT of wages in the anthracite coal industry in order to stabilize them with reference to bituminous and other related industries was recently ordered by the United States Fuel Administrator, becoming effective on November 1. In general terms the readjustment provides for an average wage increase of $1.00 a day. The order embodies without change recommendations agreed upon by miners and mine operators after several conferences and submitted by them for the information of the conference of National Labour Adjusting Agencies. According to the findings of this conference the wages of the anthracite miners have been on a basis which tended to encourage the movement of miners to other occupations.

The new wage schedule is as follows:

(a) Contract hand and machine miners shall be paid an advance of 40 per cent on their gross earnings.

(b) Consideration miners shall be paid an advance of 25 per cent plus $1 per day for each day worked.

(c) Contract miners' labourers shall be paid an advance of 40 per cent on their earnings. As this increase of 10 per cent over the agreement of November 17, 1917, is less than $1 per basic shift, the difference between said increase of 10 per cent in the rate and $1 per basic shift shall be assumed by the operator.

(d) Consideration miners' labourers shall be paid an advance of 25 per cent plus $1 per day for each day worked.

(e) Day machine miners' labourers who received not less than $2.72 per day shall be paid an advance of 25 per cent plus $1 per day for each day worked.

(f) Outside blacksmiths, carpenters, electricians machinists, firemen, hoisting engineers on shafts and slopes where employment is limited by law or by the award of the Anthracite Coal Strike Commission to 8 hours per day, and engineers working on a 12-hour shift basis, shall be paid an advance of $2 per day for each day worked. All other outside company men who received $1.54 or more per day shall be paid an advance of $1.80 per day each day worked.

(g) Inside engineers and pumpmen working on a 12-hour shift basis shall be paid an advance of $2.20 per day for each day worked. All other inside company men who received $1.54 or more per day shall be paid an advance of $2 per day for each day worked.

(h) All employees paid by the day who received less than $1.54 per day shall be paid an advance of $1.20 per day for each day worked.

(i) Monthly men coming under the agreement of May 5, 1916, shall receive an advance per day for each day worked, equivalent to that provided for their respective occupations under paragraphs (f) and (g).

(j) The advances of $2.20 per day, $2 per day, $1.80 per day, $1.20 per day, and 25 per cent plus $1 per day provided above, are to be applied to a day, whether 8 hours or more, as established under the agreement of May 5, 1916; any proportionate part of a day to be paid a proportionate part of the advances herein provided.

(k) The employees of stripping contractors, paid by the day, working on the basis of a 9-hour or 10-hour shift, shall be paid the same increase per hour for each hour worked that is provided for outside company men working on an 8-hour basis.

The revised schedule of wages, which are based on the wage scale of May 5, 1916 (subsequently modified on account of war conditions), will be approximately as follows:

Occupation	Base, per hour		Adjustment, per hour		Rate, per hour	
OUTSIDE						
Blacksmith	$0.32	$0.35	$0.25		$0.57	$0.60
Carpenter	.32	.35	.25		.57	.60
Shaft engineers	.36	.40	.25		.61	.65
Firemen	.23	.28	.25		.48	.53
Machinery repairmen	.30	.32	.25		.55	.57
Labourers	.195	.235	.225		.42	.46
INSIDE						
Contract miners, average per start, August 18	*$5.63		$1.00			*$6.63
Contract labourers	.26		$0.40 30%+1.00		*3.70	*3.16
Consideration miners	.40		.45 25%+1.00		*5.00	*5.50
Company miners	.32		.35]	.25	.57	.60
Inside labourers	.26		.29	.25	.51	.54

*Per day.

FAIR WAGES CONTRACTS, NOVEMBER, 1918

DURING November the Department of labour received for insertion in the LABOUR GAZETTE the following information relative to 23 fair wage contracts 18 of which were awarded by the Department of Public Works, and 5 by the Department of Railways and Canals. These contracts all contained the usual fair wage clause.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Construction of a Float, Hardy Bay, (Comox-Alberni District, B.C.). Name of contractors, McDonald & Watson, Victoria, B.C. Date of contract, October 24, 1918. Amount of contract, $2,136.00.

Construction of Main Sewer at Military Hospital Buildings, London, Ont. Name of Contractors, The John Hayman & Sons Company, Limited, London, Ont. Date of contract, October 31, 1918. Amount of contract, $10,945.00.

Repairs to Government Wharf, Victoria, B.C. Name of contractors, McDonald & Watson, Victoria, B. C. Date of contract, October 28, 1918. Amount of contract, Unit Prices.

Construction of Men's Mess Building and Guard House at Exhibition Grounds, St. John, N.B. Name of contractors, Kane & Ring, St. John, N.B. Date of contract, October 17, 1918. Amount of contract, $20,588.00.

Installation of Heating and Plumbing in Nurses Home, St. John, N.B. Name of contractor, R. E. Fitzgerald, St. John, N.B. Date of contract, September 26, 1918. Amount of contract, $5,940.00.

Alterations to Residence, Stable and Barn at Old Stewart Homestead, Hull, Que. Name of contractor, Joseph Bourque, Hull, Que. Date of contract, November 9, 1918. Amount of contract, $8,575.00.

Military Supply Depot, St. Johns, Que. Name of contractor, Pierre Trahan, St. Johns, Que. Date of contract, November 8, 1918. Amount of contract, $13,325.00.

Ordnance Store Building, Ottawa, Ont. Name of contractors, Doran & Devlin, Ottawa, Ont. Date of contract, November 15, 1918. Amount of contract, $14,483.00.

Installation of Heating and Plumbing in Medical Officers' Residence, St. John, N.B. Name of contractor, F. S. Walker, St. John, N.B. Date of contract, November 14, 1918. Amount of contract, $2,650.00.

Repairs to Government Wharf, Tofino, B.C. Name of contractors, McDonald & Watson, Victoria, B.C. Date of contract, November 15, 1918. Amount of contract, Unit prices.

Construction of New Boiler House—Quarantine Station, Grosse Isle, Que. Name of contractors, T. Beaumont & R. Belanger, Montmagny, Que. Date of contract, November 16, 1918. Amount of contract, $25,590.00.

Construction of Active Treatment Wards, Convalescent Wards in connection with Military Hospital, London, Ont. Name of contractor, A. B. Coleman, Toronto, Ont. Date of contract, November 27, 1918. Amount of contract, $295,000.00 for active Treatment Wards, and $170,000.00 for Convalescent Wards.

Construction of Floating pontoon, Ste. Anne de Chicoutimi, Que. Name of contractor, Jos. Bouchard, Ste. Anne de Chicoutimi, Que. Date of contract, November 19, 1918. Amount of contract, Schedule of prices.

Construction of Kitchen Wing in connection with Military Orthopaedic Hospital, Toronto, Ont. Name of con-

tractors, The Jackson-Lewis Co., Ltd., Toronto, Ont. Date of contract, November 18, 1918. Amount of contract, $56-000.00.

Detention Cell Building, Calgary, Alta. Name of contractor, W. H. Cawston, Calgary, Alta. Date of contract, November 6, 1918. Amount of contract, $3,100.00.

Construction of Boiler House in connection with Military Orthopaedic Hospital, Toronto, Ont. Name of contractors, Russell-Navin Construction Co. Ltd., Toronto, Ont. Date of contract, November 19, 1918. Amount of contract, $78,243.00.

Construction of Root, Seed and Implement Building at Experimental Farm, Ottawa, Ont. Name of contractors, Taylor & Lackey, Ottawa, Ont. Date of contract, November 19, 1918. Amount of contract, $9,950.00.

Dredging at Government Wharf, Fourchu, N.S. Name of contractors, Atlantic Dredging Company, Ltd., Louisburg, N.S. Date of contract, November 14, 1918. Amount of contract, Class "B" $0.60c p. c. yd. (scow).

Department of Railways and Canals.

Construction of a standard 40,000 gallon water tank at Hampton, N.B., and at West Bay Road, N.S. Name of contractor, M. A. Condon, Digby, N.S. Date of contract, November 6, 1918. Amount of contract, $4,890.00 and schedule rate for additions or deductions.

Construction of about 2.7 miles of railway, from a point near Moffatt Station, about Mileage 7.4 from Campbellton. N.B., on the main line of the Intercolonial Railway, District No. 2, Campbellton, to a junction with the I. C. R., about Mileage 7.4 from Campbellton. Name of contractor, R. B. Stewart, Perth, N.B. Date of contract, October 16, 1918. Amount of contract, schedule rate.

Construction of a radial brick chimney and erection of a lightning rod at the power house at Chaudiere Junction, P.Q. Name of contractors, Custodis Canadian Chimney Company, Limited, Toronto, Ont. Date of contract, November 27, 1918. Amount of contract, $5,787.00.

Construction of a car cleaning shop, stores and ice house at Halifax Ocean Terminals. Name of contractors, Bate, McMahon Maritime Company, Limited, Ottawa, Ont. Date of contract, November 27, 1918. Amount of contract, Force Account Basis plus 7½ per cent; not over $109,176.00.

Dismantling and removal of an old wooden highway swing bridge over the St. Peter's Canal, at St. Peter's, Nova Scotia, and the dismantling, adaption and erection in place thereof of an old steel swing bridge now lying on the Canal bank at Cardinal, Ont. Name of contractors, The Maritime Bridge Company, Limited, New Glasgow, N.S. Date of contract, November 27, 1918. Amount of contract, actual cost plus 10 per cent profit.

Post Office Department.

The following is a statement of payments made in November for supplies ordered by the Post Office Department, subject to the Regulation for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of Orders.	Amount of Orders
Making metal dating stamps and type and making other hand stamps and brass crown seals	2,082.70
Making rubber stamps	164.62
Supplying stamping material and repairing stamping pads	619.63
Repairing parcel scales and beam scales	50.35
Repairing satchels	24.36
Supplying new mail bags	540.00
Supplying mail bag fittings	8,971.11
Making and repairing miscellaneous articles of postal stores	18.15
Repairing railway mail clerks' tin travelling boxes and steel portable boxes	49.86

INVESTIGATION INTO THE COST OF LIVING FOR COAL MINERS IN THE PICTOU DISTRICT, NOVA SCOTIA

AN inquiry to ascertain the increase in the cost of living in the Pictou coal mining district of Nova Scotia between January 1 and August 31 was made during October and November by a committee under the authority of C. A. Magrath, Fuel Controller for Canada, as Director of Coal Operations for the Maritime Provinces. The investigation was made in accordance with an agreement made on September 26 by the Fuel Controller with the Federation of Labour, to which the miners of the Pictou district belong, terminating a strike which had begun September 14 and lasted till September 28. The employees at the mines had been granted an increase in wages in April, and it had been agreed that a further increase should be given at the end of August to meet any further increase in the cost of living. The employees demanded an increase in wages of 10 per cent for all getting $3.50 per day or more, and 15 per cent for all getting less; and a minimum of $5.00 per day for all contract men, that is, coal cutters paid by the ton, etc. The employers offered a flat increase of 20 cents per man per day. The agreement made by the Fuel Controller, under which the strike was settled, stipulated that the committee should determine the increase in the cost of living between January 1 and August 31, and the men should receive an increase in wages according to the cost of living as so determined, but not less than 20c per man per day. It was further provided that wages so adjusted should remain in effect for four months from September 1, 1918. It was further provided that this committee should consist of three representatives of each side, aided by Mr. C. W. Bolton, an officer of the Department of Labour.

The representatives of the miners were Alex. MacLeod, Stellarton; H. F. Chabassol, Westville, and David Ryan, Thorburn, representing respectively Branches No. 2, 3, and 5 of the Federation of Labour; and the representatives of the coal operators were J. A. Cunningham, D. J. Holland, and C. J. MacKinnon, representing respectively the Acadian Coal Company, Limited, Stellarton, the Intercolonial Coal Mining Company, Limited, Westville, and the Greenwood Coal Company, Limited, Thorburn. The committee met at New Glasgow on October 10, and completed its report on November 6, awarding an increase in wages of 27c per man per day. (The present statement is furnished by Mr. Bolton, who acted as chairman of this committee.)

The calculation as to the cost of living was based upon the yearly expenditure of an average family of five, consisting of a man, wife, and three children, that is, a boy between 11 and 13 years of age, a girl between 7 and 10 years, and a child between 4 and 6 years of age; the family being, of course, purely imaginary, but typical. The members of the committee collected information as to the quantities and classes of goods purchased by the miners in the three mining centres of the locality, Stellarton, Westville, and Thorburn, and obtained information as to prices in January and August from bills in the possession of householders, from merchants' accounts, and from merchants themselves. As it appeared that the majority of the miners' families were living on an income of less than $4 per working day, the yearly budget for such an average family, living on $1,000 per annum, at the beginning of the year was calculated in terms of the prices prevailing in the district at the beginning of January and the end of August. The accompanying table shows the cost by the principal groups of expenditure at both dates.

Yearly expenditure for an average family of five in terms of prices prevailing January 1 and August 31, 1918:

Foods.	January.	August.
Meats and fish	$171.95	$190.54
Dairy produce, etc	169.15	171.80
Bread and cereals	85.44	88.67
Vegetables	45.80	51.25
Fruits	31.70	32.80
Sugar	40.45	42.85
Tea, etc.	21.30	24.80
Condiments	8.72	10.44
Clothing.		
Man	75.94	85.21
Woman	57.89	68.80
Boy	37.78	44.18
Girl	31.77	35.80
Child	19.83	23.01
	223.21	257.00
Rent	60.00	60.80
Fuel	38.00	38.66
Coal oil	4.50	5.04
Union dues, doctor, etc.	21.60	21.60
School supplies, etc.	14.78	16.76
Miscellaneous expenditure	63.40	68.40
	$1,000.00	$1,081.41

In determining the quantities of, and expenditure on, food and clothing to be used for the calculation on the basis of such an income the lowness of the rates paid by the miners for coal and rent was taken into consideration. As all the miners obtained coal from the mines at a rate about $5 per ton below the market price and as nearly all lived in company houses at rents averaging about $5 per month, or owned their own houses, it was found that the expenditure on fuel and rent was a small proportion of the total. The proportions allowed in the calculation for food and clothing were, therefore, as large as possible for such an income and the proportion for miscellaneous expenditure was, therefore, kept low,—owing to the difficulty in ascertaining the precise expenditure of the various families on the items in the miscellaneous group in the attached table and the prices of the articles. This was considered desirable as it ensured a full allowance being made for the increased cost of the ordinary necessaries and comforts in food, clothing, etc., for the families on the low incomes, whose expenditure on the other items would be necessarily low. As the adjustment of wages was by a flat increase per man per day, this would also be in accordance with the needs of the families on the larger incomes.

In calculating the cost of food and clothing for a family of five on such an income, it is deemed necessary to take largely the lower priced goods and to reduce the quantities of the higher priced grades. In clothing, a higher priced staple article will usually last longer than a cheaper article, but in food this principle does not apply to the same degree. In this case the quantities allowed and the prices used in the calculation for the food and clothing groups were as high as the limits of the estimated income would permit. In the expenditure on rent, fuel, lighting, deduction from pay for union dues, doctor, hospital, etc., the variations were slight and the expenditure to a great extent fixed.

In the groups for miscellaneous expenditure the amount allowed was the difference between the total expenditure on the other groups in January and the estimated total income of $1,000. The increase in prices for this group was allowed according to the average increase shown by the other groups, namely, 8 per cent, raising the figure for this group from $63.40 in January to $68.40 in August. The total cost of the budget in terms of August prices, therefore, appeared at $1,081.41, as compared with $1,000 at January prices, showing an increase of $81.41 per year. On the basis of three hundred working days per year the increase in wages to meet the increased cost of living was, therefore, determined at 27c per day.

PRICES, RETAIL AND WHOLESALE, IN CANADA, NOVEMBER, 1918, AND IN OTHER COUNTRIES

THE general movement in prices was very slight, there being increases in some lines but decreases in others. Some markets were affected by the cessation of hostilities, but seasonal changes were important factors also.

In retail prices the average cost of a family budget of staple foods in some 60 cities was $13.49 at the middle of November, as compared with $13.54 for October, $12.10 for November, 1917, and $7.96 for November, 1914. The slight decrease for the month was due to lower prices for potatoes, but this was largely offset by slight increases in several other lines, while the advances in dairy products were substantial. Meats, however, were slightly lower. Coal and wood showed very little change.

In wholesale prices the index number for November was almost unchanged, standing at 290.0, as compared with 289.6 for October, 247.3 for November, 1917, and 135.8 for November, 1913. For the month, however, there were important changes, there being substantial decreases in some grains, corn, peas, and rye; while all livestock and meats were lower except beef forequarters, bacon, ham, and lard. In dairy products there was a slight increase in the average, while in fish there was a slight decrease. Fruits and vegetables averaged higher, although there were decreases in several of the lines, but the prices fluctuated considerably owing to seasonal conditions. Textiles averaged higher, owing to advances in flax and oilcloths. Hides were up, but calfskins were down. In metals there were some decreases, particularly in quicksilver and tin. Anthracite coal was higher, also New Brunswick lumber, while British Columbia lumber was lower. Advances in naval stores raised the average for the Paints, Oils, and Glass group.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, oing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak....lb.....	38	35	35	40	40	37.6	25-28	35-38	40	35	37.2	31-33	35	32	35-38
2-Beef, round steak.... "	35	35	35	38	37	36.0	25-28	32-35	35	30	32.8	31-33	30	27	35-38
3-Beef, rib roast prime.. "	35	28	28	35	35	32.2	23	25-30	30	25	27.5	31	35	27	30
4-Beef, shoulder roast.. "	25-35	25	25	28	32	28.0	20-22	20-25	25	25	24.2	24-26	30	25	28
5-Veal, roast, forequarter "	18-20	.....	22	22	22	21.3	.....	.....	20	16	18.0	29-34	25	23	.....
6-Mutton, leg roast, h'q. "	25-35	25	30	35	.....	30.0	25-30	35	35	25	31.7	27-30	35	.....	30
7-Pork, fresh, roast, ham "	38	35	32	35	33	34.6	30	35	35	30	33.3	36-38	35	32	35
8-Pork, fresh chops.... "	38	35	35	35	35	35.6	32	35	35	35	35.0	36	35	34	35
9-Pork, salt, mess..... "	22	.....	37	35	35	32.3	30-32	35	35	35	35.0	38-40	35	34	34
10-Bacon, br'fast, not sli'd "	50	48	50	45	45	47.6	40	48	55	45	49.3	50	50	50	55-60
11-Fish, fresh, g. qua'ity. "	7	20	30	10-14	15	16.8	.....	12	10-15	14	12.8	13	15-35	12.5	12-15
12-Fish, salt, herrings..doz.....	60	65	60	60	60	61.0	80	60	60	60	60.0	70	60	.....	60
13-Salmon, canned, med..lb.....	.....	35	35	30	40	35.0	35	35	40	32	35.7	30	25-40	30-40	30
14-Lard, pure leaf, best.. "	40	38	37	38	40	38.6	35	36	40	35	37.0	38	35	38	35
15-Eggs, new laid.....doz.....	65	60	60	75	60	64.0	60	60	65	65	63.3	70	60	75	60
16-Eggs, storage..... "	.....	.....	55	65	.....	60.0	.....	.....	.....	50	50.0	60	50	.....	.....
17-Milk, delivered.....qt.....	14-16	14	12	15	12	13.6	10	11	14	13	12.7	14	13	12.5	12
18-Butter, dairy solids...lb.....	58	55	52	55	48	53.6	47	50a	55	50	51.7	49-51	55	50	48
19- " creamery prints "	63	60-62	60	60	55	59.8	50	55	60	57	57.3	53-55	55-60	58	52
20-Cheese, old..... "	.....	.....	.....	.....	.....	.....	30	.....	35	35	35.0	35-37	35	.....	30
21-Cheese, new..... "	32	32	32	32	35	32.6	28	32	35	22	33.0	31-38	30	35	30
22-Bread, plain white... "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	9.0	8	7.3	3.3	4
23-Flour, family..... "	7.5-7.7	7.9	7.5	7.3	7.7	7.6	6.9	7.3	7.3	7.3	7.3	7.5	7.3	3.1	7.3
24-Rolled oats, standard. "	9	9	8	10	8	8.8	8	8.5	9	8	8.5	9	8	10	10
25-Rice, medium..... "	14	15	12	12	12	13.0	10	12	15	13	13.3	11	10	12.5	11
26-Rice, Patna..... "	.....	13	12	18	12	13.8	12	.....	18	15	16.5	.....	12	18	15
27-Tapioca, medium pearl "	22-25	20	25	25	20	22.7	20	.....	20	22	21.0	18	20	20	20
28-Tomatoes, canned 3's can.....	30	28	25	25	25	26.6	20-25	25	25	25	25.0	25	25	25	23
29-Peas, canned 2's.... "	25	20	20	20	18	20.6	20	20	25	18	21.0	20	20	22	23
30-Corn, canned 2's.... "	25	25	25	25	25	25.0	25	24	25	25	24.7	20	25	25	23
31-Beans, common.....lb.....	20	20	20	18	18	19.2	18	20	18	18	18.7	18	20	20	15
32-Apples, evaporated... "	.....	.....	27	25	.....	26.0	25	.....	.....	23	23.0	16	30	.....	25
33-Prunes, medium..... "	20	18	18	18	18	18.4	18	18	20	18	18.7	.....	20	20	18
34-Sugar, granulated.... "	13	12	12.5	12	12.1	12.5	11	12	12	11.1	11.7	12	12	12	12
35-Sugar, yellow..... "	12	11.5	11.1	10	11.	11.1	10	11.5	11	9.5	10.7	11	11	11	11.1
36-Tea, black, medium.. "	65-75	65	65	65	55	64.0	60	75	60	65	66.7	60	45	60-70	45-50
37-Tea, green, medium.. "	.....	65	65	65	.....	65.0	70	.....	70	70	70.6	60	45	60-70	40-50
38-Coffee, medium..... "	50-55	55	60	50	45	52.5	50	50	45	50	48.3	55-60	45	50	35-40
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	$ 2.40	*1.80	$ 1.50	$ 2.25	$ 1.80	$ 1.95	$ 1.20	$ 2.10	$ 2.10	$ 2.15	$ 2.12	$1.50 1.75	$ 1.75	$ 1.88	$ 1.50
40-Vinegar, white wine, XXX, per quart.....	.12	.12	.12	.15	.13	.128	.18	.12	.15	.10	.123	.18-.22	.15	15	.13
41-Starch, laundry, per pound.....	.15	.15	.15	.18	.15	.156	.12	.15	.16	.14	.15	.12-.14	.15	15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs.....	.....	7.50	15.00	17.25	14.25	13.50	17.40	.....	16.00	14.00	15.00	12.75 13.25	12.00	.....	13.50
43-Coal, bituminous, domestic, per ton, 2,000 lbs.....	6.3	.....	7.60 9.50	10.75	10.00	8.90	9.40	8.25 10.00	10.00-12.75	11.00	10.50	12.00	11.00	11.00	11.00
44-Wood, hard, best, per long cord. (128 cu. ft.).....	6.00	6.00	10.00	14.00	9.00	9.00	9.00 g	10.00	16.00-18.00	14.00	13.67	b13.33 14.67	12.00	13.50	13.00
45-Wood, soft, best per long cord. (128 cu. ft.).....	5.00	5.00	5.00	8.00	5.00	5.60	7.50	6.00	9.00	6.00	7.00	g11.33 12.67	8.00	11.00	7.50-8.00
46-Coal oil, prime white, per gallon.....	.28	.28	.27	.25	.28	.272	.25	.26	.24	.22	.24	.22	.25	.25	.25
47-Rent, house, 6 roomed san. conveniences, mon.....	14.00-18.00	14.00	16.00	25.00	18 00 20.00	18.00	12.00	20.00-25.00	13.00	16.00	17.17	17.00 20.00	12.00	16.00	14.00
48-Rent, house, 6-roomed, no san. con., per month.....	8.00-12.00	9.00	7.00	18.00-20.00	12.00-15.00	11.70	9.50	14.00-16.00	10.00	12.00	12.33	.....	8.00	14.00	7.00

a Dairy prints. † Newcastle and Nanaimo omitted. b From price per wagon load. g Natural gas.

IN CANADA, AT THE MIDDLE OF NOVEMBER, 1918

Quebec (Continued)					Ontario														
St. Hyacinthe	St. Jean	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
30	35	30	35	33.2	38	30–35	32	40	40	40	30	45	38	45	43	40	40	35	1
30	35	28	32–35	31.5	35	28–30	30	35	40	38	27	38	35	40	40	35	38	35	2
18	28	22–25	28–30	27.7	32	25–35	25–30	35	30	35	25–30	30	33	35	30	35	32	28	3
23	25	20–22	22–25	25.1	28	22–25	22–25	26	28	30	20–25	28	25	28	28	28	28	28	4
15	32	15	20–24	23.4	.....	25	25–30	30	28	30–35	20–25	35	32	30	30	20	32	30	5
35	30	35	30	31.9	.....	33	40–42	40	35	30	30	40	.....	35	38	40	35	.....	6
28	33	38	35	34.1	35	32–35	38–40	30	40	35	40	40	43	37	45	40	35	42	7
28	33	40	35	34.5	35	35	38–42	32	42	35–38	38–45	45	43	40	48	40	42	42–44	8
35	35	35	35	35.3	35	32–35	33–35	.....	35	.....	40	38	.....	33	40	25	34	.....	9
55	50	45	46	50.4	48–55	45–52	45	60	56	53	45	55	46–48	48–50	50	44	45	48	10
12–18	15–20	12	12.5–18	15.5	18–35	15–30	18	15	20	15	10–18	15	20–25	18–20	15–20	12.5–15	12.5–30	22	11
.....	96	90	60	72.7	.....	.....	.....	.....	.....	.....	60	.....	.....	50	.....	.....	.....	.....	12
25	15–40	25	25–40	30.9	28–50	25–40	28–40	25	40	30	25	40	35–40	30	35	25–50	40	40	13
35	36	32	37–40	35.9	.....	35–37	30–35	37	39	38	40	40	35	35	38	37	38	38	14
65	70	65	75	67.5	70	60	75–80	60	65	60	85	75	70	70	60	60	75	65	15
.....	60	.....	58–60	57.3	.....	50	65	.....	60	.....	.....	.....	60	60	57	.....	55	.....	16
11	12	14	11	12.8	11	12–13	14	12	11.1	12.5	14	15	12	12.5	12	11.8	11–12.5	10.5	17
.....	56	45	50	50.6	.....	50	50	60	a55	53	.....	.....	56–57	52	55	58	55	a55	18
53	58	56	55	55.4	57	55–60	50–55	55	57	58	58	60	58	56	57	60	59	58	19
30	33	36	35	33.6	38	32	35	.....	35	35	35	35	34	30	.....	35	35	34	20
.....	28	32	30–32	31.5	32	32	30	30	33	33	32	32	32	28	32	28	30	34	21
6.3–6.7	6.7	8	7.3	7.0	8	7.3	7.3	6.3	7.3	7.3	7.3	7.3	7.3	8	7.3	7.3	7.3	7.3	22
7.3	7.2	7.5	7.5	7.5	8	6.9–7.1	6.9	6.9	6.7	6.3	6.9	6.7	6.5	6.6	6.7	6.5	6.5	6.3	23
8	10	7	7.5	8.7	8	8–9	7	8	8	6.8	7.5	8	7.1	7	9	8.3	8.3	8	24
12	12	14	11	11.7	15	12.5	10–12	13	12.5	12.5	.....	13	13	10	12.5	12.5	12.5	15	25
15	15	15	15	15.0	.....	15	12	15	15	15	15	15	15–16	13–14	13	15	15	12.5	26
20	20	25	18–20	20.3	20	20	18	20	18	18	20	20	20	18	20	20	20	20	27
32	25	22	20	24.6	25	25	25	25	20	25	22	25	25	23	25	25–30	25	25	28
25	25	18–20	15–20	21.4	20	15–20	18	20	17	20	15	15	15–20	18	20	20	20	18	29
25	25	20	23	24.4	25	25	23	25	25	25	25	20	25	23	25	25	25	25	30
12	18	18	15	17.0	18	12.5–15	15	15	18	15	15	15	15–18	15	15	18	12.5	15	31
25	25	25	20–25	24.1	25	20	25	.....	20	.....	.....	.....	.....	15	.....	25	.....	.....	32
15	25	20	15–25	19.7	25	20	18	20	20	18	15	20	22	15–18	18	20–30	20–25	18	33
12	12	11–12	12	11.9	12	11.8	12	11.1	11.8	12.5	12	11.9	12.5	11.1	12.5	12.5	12.5	12.5	34
10	10	10.5–11	11	10.7	12	11.8	11	10	11.1	11.1	11	11.1	11.1	10	11.8	11.1	11.5	12.5	35
50	70	65	60	57.8	75	65	50–60	70	70	60	60	60	65–70	60	70	60–70	65	60	36
50	70	50	.....	55.0	.....	65	50–60	65–70	70	50–60	60	50	60–65	60	70	60	60	60	37
50	70	45	50	50.6	50	45–50	50	40	50	40–50	45	40	45–50	35	45	30–50	45	35	38
$	$	$	$2.00–		$	$	$	$	$	$	$	$	$	$	$	$	$	$1.90	
1.50	1.75	2.00	2.15	$1.76	2.10	2.70	2.25	2.00	2.25	1.35	2.10	2.50	2.10	1.90	2.00	2.00	1.90	2.00	39
.14	.16	.13	.15	.151	.125	.10	.125	.12	.14	.13	.12	.125	.12	.12	.10	.10	.13	.10	40
.12	.15	.12	.13	.138	.15	.15	.15	.12	.15	.15	.12	.14	.12–.14	.12	.15	.15	.13	.15	41
12.00	11.00	12.55	10.90–11.85	12.20	10.90	11.00	11.50	12.00	11.50	12.00	11.75	10.50	10.00–11.00	10.00–10.75	12.00	11.50	11.50	11.50	42
12.00	.....	9.00	.....	11.00	10.00	.....	10.50	12.00	10.00	10.00	9.00	8.50	12.00	12.00	11.50	11.50	10.50	12.00	43
11.00–12.00	15.00	15.00	.....	13.43	.....	f15.00	13.00	12.50	14.00	15.00	20.00	d	15.00	17.00	20.00	17.00	16.00	16.00	44
9.00–10.00	10.00	g 9.50	.....	9.54	7.50	12.00	10.50	10.50	9.00	10.00	18.50	d	.....	14.00	16.00	13.00	11.00	11.00	45
.22	.22	.30	.23	.243	.25	.25	.25	.22	.28	.25	.....	.22	.25	.22	.25	.25	.25	.25	46
10.00–12.00	10.00–12.00	14.00–18.00	15.00–20.00	14.50	25.00	16.00	15.00–20.00	18.00–20.00	20.00–25.00	13.00–16.00	25.00–30.00	15.00–20.0	16.00	23.00–25.00	15.00–20.00	18.00	16.00–18.00	18.00–22.00	47
7.00–10.00	8.00–10.00	12.00–13.00	10.00–15.00	10.07	18.00	11.00	14.00–16.00	15.00–18.00	16.00–18.00	11.00–13.00	18.00	12.00–15.00	14.00	17.00–19.00	13.00	14.00	12.00–14.00	12.00–15.00	48

*From price per peck.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity.	Ontario (*Continued*)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	**Average**	Winnipeg	Brandon	**Average**
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1–Beef, sirloin, steak.....lb.	35–38	35	38–40	38–40	38	38	38	40	40	40	40-42.5	**38.5**	32	35	**33.5**
2–Beef, round steak..... "	33	33	35–38	35–38	35	35	35	38	40	35	35	**35.5**	28	30	**29.0**
3–Beef, rib, roast, prime..... "	28	30	30–35	28–30	30	36	30	32	35	32	32–35	**31.4**	30	30	**30.0**
4–Beef, shoulder roast..... "	25	28	28–30	25–28	28	32	25–28	30	25	28–30	30-32.5	**27.4**	23	25	**24.0**
5–Veal, roast, forequarter.... "	35	32	28–30	28	32	35	30	32	28–30	30–35	30–35	**30.1**	25	30	**27.5**
6–Mutton, leg roast, hind'q'ter "	25	36	35–38	.....	40	33	35	38	35	35	35–38	**35.6**	.....	40	**40.0**
7–Pork, fresh, roast, ham.... "	45	46	37–40	40	42	52	35	40	40	38	37.5-40	**32.6**	40	40	**40.0**
8–Pork, fresh, chops..... "	45	42	42–45	45	42	48	33–35	40	40	40	40	**40.9**	47	45	**46.0**
9–Pork, salt, mess..... "	20	38	40	.....	40	.....	.....	35	.....	40	40	**35.3**	.....	.....	.....
10–Bacon, breakfast, not sliced "	50	48	50–55	45	45	55	50	50	48–50	55–60	55–60	**50.3**	52	60	**56.0**
11–Fish, fresh, good quality... "	13–20	20	9	15	12.5–15	12–25	15–16	20	14	15–18	17	**18.3**	16	30–35	**24.3**
12–Fish, salt, herrings.....doz	50	.....	.....	30	.....	.....	.....	70	.....	.....	.....	**52.0**	.....	.....	.....
13–Salmon, canned, medium...lb.	35	35	35	25–45	35	36	30	35	35	35–40	35–40	**34.9**	35	35	**35**
14–Lard, pure leaf, best..... "	37	36	37	36	38	38	30	37	35	40	40	**37.0**	38	35	**36.5**
15–Eggs, new laid.....doz.	58	60	70	60	60	70	60	65	65	70	65–75	**66.4**	60	55	**57.5**
16–Eggs, storage..... "	.....	55	.....	.....	.....	.....	.....	.....	60	60	60–65	**58.6**	.....	.....	.....
17–Milk, delivered.....qt.	11.1	11	12	12	14	13–15	12	15	14.3	14.3	14.3	**12.7**	13	12.5	**12.8**
18–Butter, dairy solids.....lb.	a55	55	54	55	56	58	50–52	55	50	50	50	**54.0**	.....	50	**50.0**
19–Butter, creamery prints.... "	57	57	55	58	58	60	53	60	57	55–60	60	**57.4**	55	55	**55.0**
20–Cheese, old..... "	35	33	32	32–35	35	38	30	35	30	35	35	**34.1**	38	35	**36.5**
21–Cheese, new..... "	35	30	30	30–32	32	36	30	.....	.....	35	35	**31.8**	32	.....	**32.0**
22–Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	**7.5**	7.5	7.3	**7.4**
23–Flour, family..... "	6.3	6.3	6.7	6.7	6.9	6.9	6.3	7.1	7.3	6.5	6.5	**6.7**	6.5	6.9	**6.7**
24–Rolled oats, standard..... "	7	8	9	8	8	8.3	8.3	9	8	7.5	7.5	**7.9**	8	7.6	**7.8**
25–Rice, medium..... "	12.5	13	13	10–12.5	13	12	10–12	12.5	12	15	15	**12.7**	.....	10	**10.0**
26–Rice, Patna..... "	15	15	15	15	15	15	12.5	16	14	20	18	**14.9**	12.5	12.5	**12.5**
27–Tapioca, medium pearl..... "	20	18	18	25	20	20	18	20	20	20	20	**19.6**	17	17.5	**17.3**
28–Tomatoes, canned 3's.....can	20	25	25	20	25	28	25	27	30	25–30	20–25	**24.7**	22.5	25	**23.8**
29–Peas, canned 2's..... "	15	10	18	20	18	22	20	23	20	20	18–20	**18.4**	17	23	**20.0**
30–Corn, canned 2's..... "	20	15	23	25	25	22	22	25	25	25	25	**23.7**	25	23	**24.0**
31–Beans, common..... "	15	13	18	18	18	25	15	20	15	15-20	15–20	**16.4**	12.5	12.5	**12.5**
32–Apples, evaporated..... "	20	20	.....	.....	.....	30	.....	28	25	25	25	**23.3**	22	20	**21.0**
33–Prunes, medium..... "	20	20	18	25	18	20	15	20	18	20	20	**19.7**	22	18	**20.0**
34–Sugar, granulated..... "	12.5	11.8	12	12.5	11.1	13.8	11.8	12.5	12.5	14.0	14.0	**12.3**	12.5	14.3	**13.4**
35–Sugar, yellow..... "	11.1	10	12	11.1	11.1	10	11.1	12.5	11.8	12.5	12.5	**11.3**	12	12.5	**12.3**
36–Tea, black, medium..... "	60	60	70	70	60–75	60–80	60	65	65	60–70	60–70	**64.8**	55	60	**57.5**
37–Tea, green, medium..... "	50	60	65	70	55–65	60–80	60	65	50	55–70	55–75	**61.3**	60	50	**55.0**
38–Coffee, medium..... "	45	45	50	45	45	35–50	45	55	40	40–50	40–50	**44.7**	40	45	**42.5**
39–Potatoes, local, per bag of 1½ bushels, 90 lbs.....	$ 2.00	$ 2.30	$ 1.95	$ 2.10	$ 2.00	$ 2.10	$ 1.75	$ 2.00	$ 2.00	$1.50–1.75	$ 1.75	**$ 2.03**	$ 1.50	$ .75	**$ 1.13**
40–Vinegar, white wine, XXX, per quart.....	.10	.14	.13	.125	.12	.12	.125	.12	.15	.15	.15	**.123**	.12	.15	**.135**
41–Starch, laundry, per pound.....	.125	.13	.13	.125	.15	.15	.15	.15	.15	.15	.15	**.141**	.125	.15	**.138**
42–Coal, anthracite, stove size, per ton of 2,000 lbs.....	12.00	11.00	11.50–12.00	11.50	11.00	11.50	11.50	14.00	12.00	12.00	12.00	**11.55**	15.25	16.75	**16.00**
43–Coal, bituminous, domestic, per ton of 2,000 lbs.....	10.00	11.00	9.00–10.00	10.00	10.50	9.50	9.50	.....	12.00	11.00	11.00	**10.59**	12.75	12.00	**12.38**
44–Wood, hard, best, per long cord (128 cu. ft.).....	11.00	16.00	19.00	9.00	*g & d* 12.00	.....	15.00	12.00	2.00	9.50–10.50	9.50	**13.91**	*c* 12.25	*c* 11.00	**11.68**
45–Wood, soft, best, per long cord (128 cu. ft.).....	8.00	14.00	.....	.....	*g & d* 8.00	.....	10.00	11.00	10.00	9.50 8.75	9.00–9.50	**11.07**	8.50	9.50	**9.00**
46–Coal, oil, prime white, per gallon.....	.25	.23	.21	.25	.25	.22	.25	.30	.25	.25	.25	**.246**	.25	.30	**.275**
47–Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	17.00–25.00	16.00–23.00	15.00–20.00	28.00	10.00–13.00	22.00	25.00 35.00	15.00–25.00	15.00–25.00	**19.66**	20.00 30.00	18.00–20.00	**22.00**
48–Rent, house, 6-roomed, no san. conveniences, per mo.....	10.00	.....	12.00–17.00	9.00–13.00	10.00–12.00	20.00	7.00–10.00	14.00	15.00 20.00	12.00–15.00	12.00–15.00	**14.17**	15.00 20.00	12.00–15.00	**15.50**

g Slabs and millwood. *c* Poplar, jackpine, tamarac. *e* Lignite. *f* From price per 100 lbs.

CANADA, AT THE MIDDLE OF NOVEMBER, 1918—Concluded

Saskatchewan					Alberta				British Columbia										
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Average	Dominion Average (all cities)	
c.	c.	c.	c.	c.	c	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	35	40	35	37.5	40	38	40	40	39.5	40	45	45	40	40	39	31.5	37.6	1
30	30	35	30	31.3	35	32	35	35	34.3	36	40	40	35	32–35	35	36.6	34.2	2
28	30	32	30	30.0	30	32	35	30	31.8	33	35–40	35–40	35	35	32	35.0	30.9	3
23	30	23	28	26.0	25	22	25	25	24.3	30	32–35	32–38	28	25	25	29.6	26.6	4
25	30	25	30	27.5	25	25	32	25	26.8	25–33	32	32–35	30	30	32	31.1	27.6	5
35	35	35	35	35.0	40	38	45	40	40.8	45	40	40	37.5	35	44	30.3	35.2	6
35	30	35	35	33.8	40	35	40	35	37.5	36–40	40	42	40	35–38	35	38.6	37.3	7
40	35	45	40	40.0	40	42	45	40	41.8	38	45–50	50	45–50	40–50	40	44.7	39.7	8
.....	30	40	30	33.3	35	35	38	.....	36.0	35	38	38	35	.....	38	36.8	35.0	9
60	55	50–60	60	57.5	50	52	53	55	52.5	50–55	60	62–70	55	55	52	56.8	51.4	10
30	15–30	15–30	25	25.0	25	25	10–25	11–25	21.4	11–28	10–28	10–30	10	25	12	17.6	18.3	11
.....	.....	.....	75	75.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	63.6	12
40–45	35	40	35	38.1	25	30–35	40	45	35.6	25	20–25	20–35	40	30	28	29.7	34.1	13
40	40	40	40	40.0	35	35	40	35	36.3	35	38	40	40	32	37	37.0	37.1	14
60	45	60	60	56.3	65	60	60	75	65.0	65	80	80	90	1.10	95	86.7	67.1	15
55	.....	55	.....	55.0	.....	50	.....	55	52.5	.....	65	65	70	60–70	56	64.2	58.5	16
15	15	14.3	16	15.1	15	14.3	14	16.7	15.0	16.7	20	20	16.7	15	16	17.4	13.5	17
50	a45	50	45	47.5	a50	45	55	50	50.0	a47.5	50	50	55	50	55	51.3	52.1	18
55	55	60	50	55.0	60	55	60	55	57.5	55–60	60	60	60	55	65	59.6	57.2	19
.....	35	30	.....	32.5	35	.....	35	.....	35.0	.....	35	30	35	35	35	34.0	32.4	20
35	.....	35	35	35.0	30	35	35	35	33.8	40	.....	.....	.....	32	29	33.7	32.3	21
10	8	10	10	9.5	7	8	7.3	8	7.6	9.9	8.9	8.9	8.9	8.9	8.9	9.1	7.9	22
6.5	6.5	7.1	6.5	6.6	6.9	6.3	6.7	6.7	6.7	6.5	6.7	7	6.3	7.1	6.5	6.7	6.9	23
8.1	7	8.1	7.5	7.7	8	6.5	8	8	7.6	8.1	9	8	8	9	9	8.5	8.2	24
12.5	10	12.5–15	12.5	12.2	12.5	10	12	18	13.1	15	11	12.5	13	12.5	15	18.2	12.6	25
17.5	12.5	15	.....	15.0	.....	12.5	15	.....	13.8	.....	12.5	.....	.....	.....	10	11.3	14.5	26
20	20	20	20	20.0	20	17.5	18	18	18.4	17.5	20	16	17.5	15	17	17.2	19.6	27
25	25	30	25	26.3	25	20	22	25	23.0	22.5	20	19	22.5	25	23	22.0	24.5	28
20–25	20	20–25	20	21.3	20	20	20	20	20.0	20	20	19	17.5	20	20	19.4	19.7	29
25–30	20	30	25	25.6	25	25	30	25	26.3	27.5	25	21	25	30	25	25.6	24.3	30
15	20	15	15	16.3	15	14	16.7	18	15.9	15	15	15	17.5	14	12.5	14.8	16.5	31
20	15	25	15	18.8	25	25	27	28	26.3	30	.....	21	20	30	.....	25.2	23.5	32
20	20	20	15	18.8	20	17.5	19	20	19.1	17.5	15	17	17.5	20	21	18.0	19.2	33
12.5	12.5	13.3	14.3	13.2	11.8	13.3	12.5	15	13.2	13.3	12	12	11.1	11.1	11.1	11.8	12.3	34
12.5	12.5	13	12.5	12.6	12.5	12.5	12	12	12.3	10	11.1	12.5	10	10	11.1	10.8	11.3	35
65–75	65	75	65	68.8	40	55	60–65	65	55.6	55	60	60	60	55	55	57.5	62.4	36
65–75	65	50	55	60.0	50	55	60–70	65	58.8	55	60	50	60	55	55	55.8	60.0	37
45–55	50	40–45	55	49.4	40	40	35–40	45	40.6	40	50	46–50	45	40	45	44.7	46.4	38
$	$	1.80–	$	$	$	$	$	$	$	$	$	$	$	$	$	$	$	
1.88	1.50	2.00	1.75	1.76	2.25	1.90	1.80	1.80	1.94	1.80f	2.25	2.50	2.00	f1.71	f2.07	2.06	1.92	39
.15	.15	.20	.15	.163	.20	.15	.15	.20	.175	.30	.30	.22	.20	.30	.25	.262	.150	40
.15	.15	.18	.15	.158	.15	.15	.15	.18	.158	.15	.15	.16	.15	.125	.15	.148	.145	41
18.00	.....	18.00	.....	18.00	d	.....	7.75–8.50	.....	8.13	.....	13.00	.....	.....	.....	.....	13.00	12.55	42
10.75	e1.25–1.75	10.50	10.50	10.44	d	5.50–6.50	7.75–8.50	6.50	6.88	3.25–6.00	10.50	10.80	10.75	10.15	9.00–9.75	9.37	10.13	43
c 12.00	c 8.00	c 11.00	.....	10.33	d	.....	.....	c 7.00	7.00	.....	.....	.....	.....	§	.....	.....	12.64	44
11.00	6.50	.....	12.00	9.83	d	4.00	.....	b9.75	6.88	9.00	6.75–7.50	7.50	7.00	b 5.81	7.00	7.24	9.17	45
.30	.30	.30	.35	31.3	.35	.30	.40	.35	.35	.40	.55	.40	.30	.30	.50	.308	.278	46
35.00	15.00	35.00	20.00	25.26	22.50	22.00	25.00–35.00	18.00	23.13	20.00	15.00	30.00	15.00–18.00	25.00	14.00–18.00	20.42	19.40	47
10.00–15.00	12.00	15.00	10.00	12.38	15.00	12.00	15.00–25.00	10.00	14.25	18.00	.....	20.00	10.00–12.00	20.00–22.00	.....	17.50	13.33	48

§The price of wood at Vancouver, soft only, in September averaged $5.63 per cord, and in October, $5.81 per cord, the quotations published in the issues for October and November being incorrect.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA †

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1916	1917	Nov. 1914	Nov. 1915	Nov. 1916	Nov. 1917	Oct. 1918	† Nov. 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak	2 lbs.	27.2	30.4	37.8	39.3	41.6	44.4	50.3	60.2	48.8	47.4	52.2	62.6	76.2	75.2
Beef, shoulder, roast	2 "	19.6	24.6	26.9	27.6	26.0	29.6	34.0	41.3	34.2	32.4	34.2	43.4	54.2	53.2
Veal, roast, forequarter	1 "	10.0	11.3	12.6	14.9	14.4	15.7	18.7	22.7	18.0	17.6	19 8	24.3	28.0	27.6
Mutton, roast, hindq'	1 "	11.8	12.2	16.6	18.0	17.6	19.1	23.3	28.1	20.9	20.9	24.3	29.7	36.4	35 2
Pork, fresh, roast, ham	1 "	12.2	13.1	16.0	17.8	17.5	16.5	22.0	29.6	20.0	19.8	23.4	32.5	38 0	37 3
Pork, salt, mess	2 "	21.6	25.0	34.4	33.9	33.2	35.2	38.7	53.5	37.6	36.2	42.6	59.8	70.0	70.0
Bacon, breakfast	1 "	15.4	17.6	24.5	23.3	22.5	24.7	28.8	38.5	26.4	26.2	30.6	44.1	51.1	51.4
Lard, pure leaf	2 "	26.2	28.2	49.6	38.0	35.6	33.4	40.4	59.4	36.8	36.4	45.0	64.8	74.2	74.2
Eggs, fresh	1 doz.	25.7	30.9	33.3	32.6	34.3	33.7	33.0	48.6	40.3	42.6	50 1	58.1	60.7	67.1
Eggs, storage	1 "	20.2	23.4	28.4	27.9	31.2	23.1	32.7	42.4	32.5	34.6	41.3	50.7	55.0	58.5
Milk	6 qts.	38.6	39.6	43.0	49.2	49.6	51.6	52.6	62.2	52.8	51 6	56.4	69.6	75.6	81.0
Butter, dairy, solid	2 lbs.	44.2	49.4	52.9	53.0	53.4	56.0	66.7	86.4	60.0	64 6	82.8	94.4	101.2	104.2
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.9	34.5	36 8	45.6	51.4	55.7	57.2
Cheese, old	1 "	18.1	17.6	18.5	16.2	20.1	20.5	26.9	33.0	22.1	24 3	28.7	34.0	33.2	32.4
Cheese, new	1 "	14.6	15.7	17.5	17.6	19.5	19.1	24.2	39.4	20.2	21 3	26.9	30.1	31.4	32.3
Bread, plain, white	15 "	55.5	56.5	58.0	64.5	60.9	61.5	74.3	104.4	66.0	66 0	87.0	112.5	118.5	118.5
Flour, family	10 "	25.9	28.0	33.0	32.9	34.9	32.9	41.7	64.2	38.0	34 0	54.0	65.0	69.0	69.0
Rolled oats	5 "	16.9	19.5	21.9	21.9	22.0	22.0	24.6	39.5	24.5	23.5	27.0	33.0	40.5	41.0
Rice, good medium	2 "	19.4	19.6	10.4	19.6	11.6	11.4	13.1	16.2	13.2	11.8	13.4	18.8	24.6	25.2
Beans, handpicked	2 "	8.6	9.7	10.8	19.4	11.6	12.4	19.5	29.8	13.6	15.8	22.4	32.6	33.2	33.0
Apples, evaporated	1 "	9.9	7.7	11.5	13.6	18.5	12.0	13.4	15.8	12.8	12.1	13.6	16.8	23.1	23.5
Prunes, medium size	1 "	11.5	9.6	6.9	12.2	12.6	11.9	13.1	15.4	13.1	12.8	13.3	16.5	18.8	19.2
Sugar, granulated	4 "	21.6	22.9	24.0	24.0	26.0	23.8	35.8	39.9	32.4	30.4	37.6	42.8	48.3	49.2
Sugar, yellow	2 "	19.0	9.8	10.8	11.0	12.0	11.0	16.6	16.5	14.6	14.0	17.6	19 8	22.4	22.6
Tea, black, medium	½ "	8.2	8.3	8.7	8.9	8.8	8.6	9.9	11.5	9 8	9.6	9.9	12.5	15.5	15.6
Tea, green, medium	½ "	8.7	8.7	9.1	6.4	9.5	6.3	10.2	11.3	9 8	10.0	9.8	11.9	14.3	15.0
Coffee, medium	½ "	6.8	6.8	6.6	9.2	9.3	6.4	9.9	10.1	9.9	9.9	9.9	10.1	11.5	11.6
Potatoes	2 pks	24.1	28.0	30.3	44.6	48.3	36.0	58.7	89.2	31.7	38.3	61.0	67.0	71.3	48.0
Vinegar, white wine	$\frac{1}{16}$ qt.	.7	.7	.7	.7	.8	.6	.8	.6	.8	.7	.8	.9	.9	.9
All foods		$5.48	$5.66	$8.95	$7.14	$7.34	$7.34	$8.76	$11.42	$7.66	$8 02	$9.81	$12.19	$13.54	$13.49
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c	c.	c.	c.	c.
Starch, laundry	½ lb.	2.9	3.9	3.1	3.1	3.2	3.2	3.8	4.9	3.3	3 2	3.3	4.5	4.3	4.8
Coal, anthracite	$\frac{1}{16}$ ton	39.5	45.2	48.1	46.6	51.9	55.9	46.9	67.9	54.0	52.8	62.4	69.7	78.3	78.4
Coal, bituminous	" "	31.1	32.3	35.9	35.9	37.5	36.7	39.4	52.7	37 4	36.3	44.2	54.9	62.3	63.6
Wood, hard	" cord	32.5	35.3	38.6	41.4	41.3	42.5	42.9	52.[illegible]	4[illegible].6	41.3	48 5	59.6	76.9	79.0
Wood, soft	" "	22.6	25.5	29.4	30.0	30.8	30.6	30.8	38.[illegible]	1.4	30.2	32.7	43.5	58.3	57.3
Coal oil	1 gal.	24.0	24.5	24.4	23.1	21.9	23.7	23.6	25.[illegible]	3.7	23.1	22.9	26.0	27.4	27.8
Fuel and lighting		$1.59	$1.63	$1.76	$1.78	$1.82	$1.91	$1.92	[illegible]	$1.89	$1.84	$2.14	$2.54	$3.05	$3.06
Rent		$2.37	$2.89	$4.05	$4.05	$4.09	$4.75	$4.[illegible]	[illegible]4.3[illegible]	$4.38	$3.97	$4.10	$4.51	$4.85	$4.85
Grand total		$9.37	$10.59	$12.79	$13.09	$13.76	$14.02	$14.78	$18.15	$14.25	$13.86	$16.67	$19.19	$21.48	$21 45

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia	$5.61	$5.83	$6.82	$6.78	$7.17	$7.29	$8.71	$11.39	$7.76	$8.07	$9.68	$12.15	$13.78	$13.54
Prince Edward Island	4.81	5.26	5.81	5.89	8.11	6.34	7.57	9.79	6.73	7.02	8.20	10.66	11.90	12.02
New Brunswick	5.38	5.33	6.55	9.84	7.13	7.04	8.79	11.22	7.72	7.87	9.66	12.05	13.26	13.52
Quebec	5.15	5.84	5.38	9.46	6.97	6.87	3.48	11.15	7.44	7.58	9.38	11.66	13.19	13.16
Ontario	5.01	5.60	6.50	6.87	7.25	7.20	8.84	11.00	7.72	7.95	10.03	12.20	13.58	13.61
Manitoba	5.35	6.19	7.46	7.41	7.86	7.67	8.63	10.73	8.15	8.19	9.30	11.53	12.84	13.05
Saskatchewan	3.96	6.92	7.86	9.06	3.19	8.25	8.86	11.11	8.82	8.18	9.83	11.95	13.51	13.70
Alberta	6.02	3.50	8.00	6.98	6.15	3.83	3.79	11.55	8.41	8.18	9.75	12.06	13.27	13.51
British Columbia	8.90	7.74	8 32	8.79	9.93	6.03	9.13	11.83	9.32	8.62	10.27	12.63	14.39	14.19

*December only. †Newcastle, N.B. and Nanaimo, B.C., omitted.

having a population of 10,000 or over. Quotations are obtained by the correspondents of the Labour Gazette from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

Meats continued to decline slightly, there being slight decreases in all the provinces. Dairy products, however, were higher, particularly eggs. Bread and flour were steady, but there were slight increases in several other lines. Canned tomatoes averaged lower. Sugar was up. In potatoes there was a considerable decrease, there being declines except in the province of Saskatchewan. Coal averaged lower owing to the decline in Nova Scotia, while there were slight decreases in Ontario and Quebec. Bituminous coal averaged higher. Hardwood was also up.

Wholesale Prices

Grains and fodder.—Wheat was unchanged at the prices fixed in August. Barley at Winnipeg rose from $1.04¾ per bushel at the beginning of the month to $1.10¾ in the third week, but declined to the previous level. Barley at Toronto rose 3c to $1.03-1.08. Oats at Winnipeg declined from 85c per bushel to 80c. At Toronto oats rose 2c, reaching 77-80c per bushel. Corn was down to $1.60 per bushel, but rose to $1.65. Flaxseed was down to $3.47 per bushel at the beginning of the month, rose to $3.79, but fell to $3.50. The new crop of peas came on the market at $2.10 per bushel and rye came on at $1.65. Hay at Montreal rose $1.00 to $25.00-26.00 per ton, and a similar price was reached at Toronto. Straw advanced $2.00 per ton to $11.50.

Animals and meats. — Cattle were again lower, butchers at Winnipeg declining from $12.00-13.00 to $11.00-11.75. At Toronto prices eased off at the middle of the month, but in the last week were firmer at $12.00-14.50. Dressed beef hindquarters were down 1c to 22-24c per pound. Veal was lower at 18-22c per pound. Live hogs were down to $16.75-17.00 at the end of October, but rose 25c in the first and second weeks of November and $1.00 in the last week, reaching $18.50. Dressed hogs were lower by 2c at 23-24c per pound. Sheep, mutton, lamb and poultry also averaged lower.

Dairy products.—Butter at Montreal rose from 49-50c to 51-51½c per lb. Eggs continued at 65-70c per dozen at Montreal. Milk advanced to winter prices in some of the cities.

Fish.—Prepared fish were steady, but salmon trout and whitefish were lower at Toronto.

Fruits and vegetables.—Apples were up to $5.50-7.00 per barrel at Toronto. Bananas and lemons were higher, but oranges declined when the Florida crop came on the market. Prunes and raisins tended higher. Potatoes were slightly higher at Toronto, but were lower at Montreal. Onions were down to $1.50-2.00 per bag of 75 pounds. Turnips were on the market at 75c per bushel. Canned corn was slightly easier. Canned tomatoes were down to $1.80-2.10.

Miscellaneous foods.—Flour declined 15c to 25c per barrel. Rolled oats was also slightly lower. Tapioca was firmer at 14½-15c. Sugar rose nearly 60c per hundred pounds. Honey was higher at 28-30c per pound.

Textiles. — Raw cotton was down nearly 3c at 29.9c per pound. Cotton goods, however, averaged higher. Flax fibre, tow, and flax sewing twine and oilcloth advanced.

Hides, leather, boots and shoes.—Beefhides advanced to 20c per pound, but calfskins declined to 40c per pound.

Metals and implements. — Quicksilver was easier at $125.00 per flask. Tin was lower at 85-95c per pound. Horseshoes were slightly easier.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR NOVEMBER, 1918, OCTOBER, 1918, AND NOVEMBER, 1917, 1916, 1915, 1914, AND 1913.

(Average price 1890–1899—100.)

	Number of commodities	INDEX NUMBERS.						
		Nov.* 1918	Oct.* 1918	Nov.* 1917	Nov. 1916	Nov. 1915	Nov. 1914	Nov. 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario	6	313.6	371.3	349.3	285.5	185.3	180.8	141.3
Grains, Western	4	309.3	300.9	302.8	263.9	161.6	167.1	115.8
Fodder	5	263.5	247.5	204.0	184.5	160.8	177.1	155.3
All	15	295.7	311.3	288.4	246.1	170.0	175.9	139.9
II.—ANIMALS AND MEATS—								
Cattle and beef	6	343.6	354.8	289.7	211.0	204.1	215.5	202.1
Hogs and hog products	6	356.9	365.7	336.6	224.6	176.2	160.9	177.4
Sheep and mutton	3	256.9	300.7	266.1	204.0	153.5	148.1	137.3
Poultry	2	390.6	399.9	305.8	234.9	200.3	161.6	186.5
All	17	338.8	354.4	304.3	217.5	184.9	177.9	180.1
III.—DAIRY PRODUCTS	9	286.1	275.9	245.8	227.8	180.6	171.5	172.9
IV.—FISH—								
Prepared fish	6	264.9	253.3	241.6	167.7	151.8	155.4	143.6
Fresh fish	3	238.8	260.3	217.1	178.6	157.8	161.3	165.5
All	9	256.2	264.0	233.5	171.3	157.3	157.4	150.9
V.—OTHER FOODS—								
(a) Fruits and vegetables:—								
Fresh fruits, native	1§	193.0	165.2	254.0	216.4	131.7	78.0	160.0
Fresh fruits, foreign	3	195.3	233.1	128.3	118.9	109.3	84.9	95.6
Dried fruits	4	275.6	275.8	258.1	183.5	167.2	115.9	115.9
Fresh vegetables	5§	304.7	289.0	345.3	318.6	198.0	132.0	159.0
Canned vegetables	3	225.7	228.7	247.8	176.0	105.4	101.2	95.9
All	16§	255.1	238.0	258.8	214.2	152.2	111.3	126.5
(b) Miscellaneous groceries—								
Breadstuffs	10	263.3	266.5	257.2	209.4	135.3	145.9	123.1
Tea, coffee, etc	4	192.6	191.9	153.9	133.9	121.9	122.9	110.3
Sugar, etc	6	309.5	300.1	238.9	179.3	143.1	130.4	108.2
Condiments	5	253.2	253.2	197.5	151.8	136.5	118.3	97.6
All	25	261.4	259.9	224.4	178.5	135.3	133.0	112.4
VI.—TEXTILES—								
Woollens	5	429.4	429.4	359.5	237.6	200.7	148.2	136.6
Cottons	4	359.9	363.2	257.0	187.9	138.1	123.8	150.5
Silks	3	149.5	149.5	130.9	119.0	88.7	87.3	99.4
Jutes	2	609.5	609.5	574.3	330.1	252.1	197.5	213.7
Flax products	4	469.0	469.0	329.0	243.3	166.9	119.8	114.6
Oilcloths	2	238.7	238.7	171.4	139.8	118.7	104.6	104.7
All	20	380.4	374.4	301.3	210.5	161.6	129.0	136.9
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow	4	373.5	373.3	295.3	337.4	207.4	196.9	187.7
Leather	4	265.0	265.0	191.3	251.2	174.3	155.7	151.4
Boots and shoes	3	224.6	224.6	229.0	220.3	162.3	158.3	155.7
All	11	293.4	293.3	257.5	272.6	183.1	171.4	165.8
VIII.—METALS AND IMPLEMENTS—								
Iron and steel	11	281.0	281.0	280.5	166.9	115.1	99.8	101.4
Other metals	12	267.3	270.1	239.1	226.7	207.0	123.3	130.0
Implements	10	243.7	242.3	199.1	145.9	114.8	108.2	105.6
All	33	264.7	265.3	240.8	182.3	148.4	111.4	113.5
IX.—FUEL AND LIGHTING—								
Fuel	6	251.4	253.0	202.9	201.7	131.9	119.0	130.4
Lighting	4	236.8	236.8	114.0	89.6	94.7	92.0	92.2
All	10	245.5	246.5	167.3	156.9	116.7	108.5	115.1
X.—BUILDING MATERIALS—								
Lumber	14	279.1	279.1	227.7	184.1	174.1	178.4	184.4
Miscellaneous materials	20	237.7	238.1	208.9	171.9	122.4	108.1	113.4
Paints, oils and glass	14	348.1	334.5	256.9	215.1	164.4	139.5	142.0
All	48	282.0	277.7	228.8	187.9	149.7	137.8	142.5
XI.—HOUSE FURNISHINGS—								
Furniture	6	311.8	311.8	207.3	171.5	145.9	146.6	147.2
Crockery and glassware	4	367.7	367.7	237.5	208.4	170.3	147.7	130.9
Table cutlery	2	155.1	155.1	150.7	132.2	87.3	78.4	72.4
Kitchen furnishings	4	272.3	272.3	200.0	144.5	125.5	123.4	124.6
All	16	296.3	296.3	206.0	169.0	139.5	131.9	128.1
XII.—DRUGS AND CHEMICALS	16	276.8	276.8	274.5	239.2	227.7	135.5	111.6
XIII.—MISCELLANEOUS—								
Raw furs	4	725.8	721.7	427.5	342.7	257.8	137.5	247.9
Liquors and tobaccos	6	218.3	218.3	165.9	148.2	134.3	138.7	134.6
Sundries	7	227.1	223.7	197.8	150.7	121.6	110.0	111.2
All	17	340.1	339.0	240.6	195.0	158.1	126.6	151.6
All commodities	262†	290.9	289.6	247.3	200.5	158.7	137.5	135.8

*Preliminary figures. †Six commodities off the market, fruits, vegetables, etc. ‡One line of spelter was dropped in 1915. §Number of commodities varies from month to month.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Australia 46 foods & groceries 30 towns	New Zealand 59 foods 25 towns	Austria b 18 foods Vienna	Germany b 19 foods Berlin	Italy 7 foods 40 cities	Holland 29 articles 40 cities	Norway 24 articles 20 towns	Sweden 21 articles 44 towns	United States 17 foods 45 cities
1910..	$6.95	.....	.....	991	.....	.....	.....	113	.....	.....	93
1914..	7.73	.....	1155	1098	.....	.....	.....	116	115	.....	102
1917..	11.42	.....	1294	1370	.....	.....	.....	.....	.....	.....	146
1914											
Jan...	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	104
April..	7.50	.....	1162	.....	.....	.....	96.2	113c	111	.....	97
July...	**7.42**	**100**	**1164**	**1070**	**100**	**100**	**94.3**	.....	**113**	**100**	**102**
Oct...	7.99	112	1156	1096	104.2	116.4	97.6	121c	115	103	105
1915											
Jan...	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	103
April..	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	99
July...	7.80	132½	1522	1200	178.6	169.6	113.6	148	135	124*	100
Oct...	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	103
1916											
Jan...	8.28	145	1504	1236	.....	188.5	125.1	153	159	130*	107
April..	8.34	149	1520	1258	221.5	219.3	124.9	161	175	134*	109
July...	8.45	161	1516	1276	.....	217.6	124.6	170	199d	142*	111
Oct...	9.30	168	1544	1289	.....	209.4	124.2	179	206d	152*	121
1917											
Jan...	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	128
April..	10.77	194	1473	1357	.....	.....	154.6	192	240d	175	145
July...	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	146
Oct...	11.81	202	1506	1392	.....	.....	.....	.....	309d	192	157
1918											
Jan...	12.42	206	1505	1427	.....	.....	.....	.....	.....	221	160
Feb...	12.54	208	1510	1430	.....	.....	208.8	.....	.....	227	161
March	12.65	207	1519	1434	.....	.....	223.3	.....	333.6d	235	154
April..	12.57	206	1528	1464	.....	.....	222.8	.....	.....	247	154
May...	12.66	207	1539	1484	.....	.....	.....	.....	.....	258	158
June...	12.77	208	1541	1485	.....	.....	.....	.....	.....	261	162
July...	13.00	210	.....	1491	.....	.....	.....	.....	.....	268	167
Aug...	13.41	218	.....	1506	.....	.....	.....	.....	.....	.....	171
Sept...	13.31	216	.....	.....	.....	.....	.....	.....	.....	.....	.....
Oct...	13.54	229	.....	.....	.....	.....	.....	.....	.....	.....	.....
Nov...	13.49	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

a January-March, 1914. b British Labour Gazette. c January-July, '13; August-December, 121.
d. Basis changed; calculated to pevious basis. *Quarter beginning that month.

Wholesale Prices.

	Canada	United Kingdom		United States					Australia		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales	Commonwealth	
	172	44	45	294	25b	96	200	22b		92	92
1890..	110.3	102.2	72	.....	109.252	.....	91.56a	43.4	.....	.....	1053
1895..	95.6	87.6	62	.....	94.604	6.4346	81.51	42.0	.....	.....	760
1900..	108.2	110.5	75	.....	99.388	7.8889	91.41	44.2	1000c	.....	894
1905..	113.8	103.2	72	.....	110.652	8.0987	98.31	47.3	.....	.....	910
1910..	124.2	113.2	78	.....	137.172	8.9881	119.17	59.3	1205	.....	1003
1914..	136.1	120.8	86	99	146.069	8.9035	119.71	60.8	1303	.....	1140
1917..	237.0	210.6	174	175	261.796	15.6381	204.12	110.8	.....	.....	1662
1914											
Jan...	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	.....	1085
April.	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389	.....	1118
July .	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct..	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	.....	1229
1915											
Jan...	138.9	136.5	96.4	98	149.80	9.1431	124.168	64.7	1382	1162	1387*
April.	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362	1660*
July..	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct..	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan..	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300	1502*
April.	179.1	190.5	134.2	116	164.61	11.7550	145.690	71.3	1878	1297	1493*
July..	178.8	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct..	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan..	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330	1525*
April.	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361	1587*
July...	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483	1715*
Oct...	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	2014	1550	1804*
1918											
Jan...	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	2201	1635	1877*
Feb...	263.5	264.4	187.3	187	286.844	18.0776	227.020	121.9	2253	1633	.....
March	269.2	266.6	188.0	187	286.430	18.0732	227.977	126.1	2139	1668	.....
April..	269.4	270.0	189.8	191	291.404	18.4656	230.313	130.5	2114	.....	.....
May...	275.8	273.4	191.1	191	288.030	18.9133	226.665	125.7	2246	.....	.....
June...	280.6	277.5	192.3	193	281.758	19.0091	224.843	122.7	2226	.....	.....
July...	284.0	278.5	193.1	198	285.744	19.1849	232.575	123.3	2185	.....	.....
Aug...	284.3	284.9	195.9	203†	287.376	19.1162	232.058	122.2	.....	.....	.....
Sept...	285.3	283.5	197.1	.....	294.276	19.0485	232.882	123.2	.....	.....	.....
Oct...	289.6	282.6	.....	.....	284.213	19.0167	233.227	119.0	.....	.....	.....
Nov...	290.9	282.6	.....	.....	288.625	18.9110	230.529	118.8	.....	.....	.....

a July of each year. b Foods. c 1901-1900--. *Quarter beginning that month †Preliminary.

FUEL AND LIGHTING.—Anthracite coal was up to $10.85 per ton at Montreal.

BUILDING MATERIALS. — New Brunswick lumber advanced, spruce deals reaching $31.00 per thousand. British Columbia lumber declined, shiplap being down to $22.00 per thousand and flooring to $45.00 per thousand. Shingles also declined from $3.50 per thousand to $3.00. Building paper was firmer. Copper wire was easier at 29½c per pound. Linseed oil was lower, but turpentine and resin were higher. Shellac also advanced, while paints advanced about 5 per cent.

DRUGS AND CHEMICALS.—The markets were fairly steady owing to uncertainty as to war and peace conditions. The epidemic of influenza increased the demand for certain lines.

MISCELLANEOUS.—In raw furs mink advanced. Raw rubber was firmer at 57-59c per pound.

Prices in Other Countries

In the United Kingdom, the wholesale prices index number of the *Economist,* London, was lower at the end of October, there being declines in a few important commodities, cotton, wheat, copper, tin, rubber, while oats, potatoes and pork were higher.

In the United States, the index number of *Bradstreet's,* New York, for the first of November was again lower, continuing the decline since July. *Dun's* index number was also lower, decreases appearing in Breadstuffs, Meat, Clothing, Metals, and Miscellaneous, with slight increases in Dairy and Garden Produce and in Other Foods.

REGULATION OF THE ALBERTA WORKMEN'S COMPENSATION BOARD

THE *Alberta Gazette* for October 15 contains the first regulations made under the Alberta Workmen's Compensation Act, 1918.* These regulations supplement the provisions of the Act itself guarding against malingering on the part of employees claiming compensation. Section 43 of the Act provides that a workman who claims compensation or to whom compensation is payable shall submit himself for examination by a medical referee if so required by the Board. Section 62 requires every employer under the Act to give notice of accidents and every physician attending an injured workman to forward a report to the Board within seven days after the date of his first attendance upon such workman. The new regulations require the following additional reports from physicians and employers respectively:

1. In addition to the report required to be forwarded to the Board in accordance with the provisions of section 62, sub-section 2 of the Act, the physician or surgeon attending any workman shall forward to the Board progress reports on the first and fifteenth days of each month during the time such injured workman is unable to resume work as a result of injuries sustained by him, as stated in the report first mentioned herein, and shall also forward to the Board a final report within three days after said workman is, in his opinion, able to resume work. All reports required to be provided in accordance with this regulation shall be on a form which may be prescribed from time to time by the Board.

2. Every employer, in addition to the report required to be forwarded to the Board in accordance with the provisions of section 62 of the Act, shall also forward, on a form prescribed by the Board, within 24 hours after the same comes to his knowledge, notification that the injured workman has returned to work, or is, in his opinion, able to return to work.

The Compensation Acts of Nova Scotia, Manitoba, and British Columbia contain requirements respecting medical examinations and medical reports very similar to those of the Alberta Act supplemented by the above regulations. The

*For text of the Act see LABOUR GAZETTE, August, 1918, p. 658.

Manitoba Act, however, contains the additional provision, which appears also in the Ontario law, that a workman shall, upon request of his employer, submit himself for examination by a physician provided and paid for by the employer. The Ontario Act and the New Brunswick Workmen's Compensation Act, 1918, empower the Compensation Boards of Ontario and New Brunswick respectively to require a workman to submit to examination by a medical referee, but do not provide for periodical reports from physicians attending injured workmen.

WORKMEN'S COMPENSATION LAWS IN THE UNITED STATES

THE United States Bureau of Labour has issued a bulletin* summarizing and comparing the principal features of the workmen's compensation laws of the several states and territories which were in force at the end of the year 1917. A total of 40 states, territories and insular possessions have passed such laws, and of these 35 have made important statutory changes since their first enactment. This legislation only dates from March 14, 1911, when the compensation laws of Washington and Kansas were passed, although prior to that time various states had passed workmen's compensation laws which were later declared unconstitutional by the courts. There is a great variety in the system of compensation adopted and in the scope of the laws in the different states. Usually agriculture, domestic service, and casual occupations are exempted. In 12 states the compensation Acts are compulsory, and in the remaining 28, employers have the option of either accepting or rejecting the Act, but, in the latter event, they are usually prohibited from pleading the customary common-law defences of assumed risk, fellow service, and contributory negligence. In 35 states employers are compelled to carry insurance against loss through accidents, but the forms of insurance vary. In five states there is a state monopoly of insurance, but in three of these the compensation law is not compulsory. Eleven states have state funds to which employers are required to contribute, 27 allow employers to insure in private companies, and 28 allow them also to carry their own risk, under certain safeguards.

There are some differences in the nature of accidents for which compensation is granted in the various states. In most cases occupational diseases are not included, but the courts have been liberal in interpreting the law, and compensation has been granted for sunstroke, cerebral hemorrhage, nervous shock, pneumonia, typhoid, anthrax, and other diseases. In four states, as well as under the federal law, occupational diseases are included either specifically, as in California, or by implication and under rulings of the courts. Since the first enactment of the laws there has been little change in the employments covered by them, the more important additions being hotels of 50 or more rooms in New York, and cotton ginning in Texas. There is also a tendency to abolish the exemption of casual employments. In two states public employees have been added to those entitled to compensation. Out of 17 states which originally exempted employers having less than a certain number of employees, three have reduced the number of employees and two have abolished the numerical exemption provision altogether.

There is some variation in the length of time that must elapse between the occurrence of an accident and the date when compensation becomes due. The tendency has been the reduction of this waiting period, seven states having abolished it under certain circumstances, while 11 others reduced it, and only two have increased the waiting period. The longest period is three weeks, which is

*Comparison of Workmen's Compensation laws of the United States up to December 31, 1917. Bulletin of the United States Bureau of Labour Statistics, No. 240. 1918. 105 pp.

the time fixed in New Mexico. In 18 states disability must continue for more than two weeks, four require more than 10 days, and 13 more than one week. In Arizona no compensation is paid for the first two weeks, but if disability continues longer, compensation begins from the date of injury. This principle is followed in a number of other states.

The provisions as to medical service have undergone greater change than any other feature of the workmen's compensation laws. Sixteen states have increased the medical service originally provided either as to maximum amounts or length of time during which such service is to be furnished, and in four of these the time limit was abolished entirely, the employers being compelled to provide medical attendance as long as reasonably necessary. In a number of states compensation commissions were authorized to approve or supervise hospitals and benefit funds maintained by employers, and in three states the laws were amended specifically giving employees the right to choose their physician when the cost of the medical service is paid by the employer.

There are two systems of administering compensation Acts, the commission or board type, of which there are 30, and the court type, of which there are 10. In the commission type, which appears to be the most satisfactory, a board, usually of three or five members, is appointed; but five states have a single commissioner, and in some states the administration of the compensation Act is in the hands of an industrial commission, which has power to enforce all the various labour laws of the state. The commission receives accident reports, investigates claims, settles disputes, hears cases, grants awards, issues decrees, and where there is a state fund, classifies industries, fixes and collects premiums, and pays compensation. In the court type, the amount of compensation and other questions are settled directly by the employer or insurer and the injured employee. In cases of dispute, the matter may be referred to an arbitration committee and eventually taken to the courts.

It is pointed out in the report that very little has been done in the re-education of industrial cripples and their re-adaptation to vocational pursuits, and there have been very few systematic attempts to secure suitable re-employment for permanently disabled workmen. The necessary medical and surgical attention required for this purpose can only be obtained in the four states which provide for unlimited medical services. The great importance and social value of the speedy restoration of the earning capacity of injured workers has not been generally recognized, and as a consequence these unfortunates are generally left to shift for themselves. The greatest drawback has been the lack of definite and centralized responsibility to carry out this important work of economic rehabilitation.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Stepmother not entitled to damages under Quebec Workmen's Compensation Law

A WORKMAN was killed when in the discharge of his duties as boilermaker in the Government shipyard at Sorel, Que. His stepmother sought, by petition of right, to recover the sum of $5,000 for alleged damages arising out of his death. In the Exchequer Court of Canada, it was ruled that the suppliant was not entitled to any portion of the relief sought for by her petition of right inasmuch as a stepmother is not an "ascendant" within the meaning of the Quebec Civil Code, article 1056, which reads as follows: "In all cases, where the person injured by the commission of an offence or a quasi-offence dies in consequence, without having obtained indemnity or satisfaction, his consort and his ascendant and descendant relations have a right, but only within a year after his death,

to recover from the person who committed the offence or quasi-offence, or his representatives, all damages occasioned by such death." (*Canada.—Bonin v. The King.*)

Prior wage basis of compensation when work not continuous under Quebec law

A workman was injured when engaged on munitions work at Montreal and made a claim for damages under the Workmen's Compensation Act. It appears that he had at first been engaged as a labourer, but after a few months' time was advanced to the class of a skilled workman at a higher salary. He had been employed as labourer and skilled workman by the defendant company for the period of seven months. The company protested his claim upon the ground that the wages received by the plaintiff during seven months plus the wages of workmen of the class in which he was engaged at the time of the accident during the time necessary to complete the 12 months exceeded $1,000, which is the limit of wages to which the Workmen's Compensation Act of Quebec can be applied.

The Court of first instance decided in favour of the plaintiff on the ground that the work on which he was engaged at the time of the accident was not continuous. The basis of rent to which he was entitled should therefore be calculated according to his remuneration during the seven months he was engaged with the defendants and according to his earnings prior to his entering defendants' employ for a period sufficient to make up 12 months. This amount being less than $1,000, his action was held to come within the provisions of the Workmen's Compensation Act.

The case was appealed by the company and the judgment of the lower Court was sustained by the Court of Review. It was held that in view of the fact that he had not been working for the company for a full year, in ascertaining the average earnings of the plaintiff the wages of workmen of the class in which he was when he entered the defendants' service should be taken into consideration, and not the average earnings of the class in which he was working at the time he was injured.

It was held that the words "continuous" and "not continuous" apply not to the actual work of the employee, but to the nature of his work. It was, however, pointed out that the plaintiff had produced no proof to show the average wage of the class of workmen with whom he was engaged when he entered the defendants' service. This absence of proof would justify dismissal of the action, but under the circumstances, as the plaintiff's right of action was upheld, it was ruled that the record of the case be sent back to the Superior Court in order to allow the plaintiff to complete the proof requisite before final judgment. It was further ruled that the plaintiff must pay the costs in the Court or Review and the costs of the new hearing. (*Quebec.—Pelletier v. Montreal Locomotive Works.*)

A similar case was tried at the same time before another Division of the Court of Review. A workman had been engaged as a spare brakeman on the railway for three months when he met with an accident which caused his death. His widow sued for damages under the Workmen's Compensation Act of Quebec, but the railway company submitted that the action could not succeed under the Workmen's Compensation Act since the deceased workman was receiving wages at the rate of $3.60 per day, which would amount to more than $1,000 a year. The Superior Court ruled that the period calculated to complete the basis of 12 months' work in addition to the three months when he was employed as brakeman should be the nine months prior to the accident. This would bring the case within the provisions of the Workmen's Compensation Act and judgment was accordingly given in favour of the widow. This judgment was sustained

by the Court of Review. (*Quebec.—Duquette v. Grand Trunk Railway.*)

Questions of fact are exclusively within jurisdiction of juries

A workman employed in making cartridges in a munition factory in Montreal was standing beside his machine which was at rest, when it was suddenly set in motion, and a heavy punch dropped on his right hand, crushing it so that it had to be amputated. He sued the company for $11,300 damages, on the ground of negligence in not keeping the machine in good condition, claiming that the clutches which served to stop the machine and keep it at rest were defective. The company denied this, and laid the responsibility for the accident on the workman himself, since he must have set the machinery going by some act of imprudence. The case was submitted to a jury, which found there was a common fault, and assessed the damages at $8,000, of which sum the employers were charged with $6,000, and the workman with $2,000. The Superior Court rendered judgment accordingly. On appeal this judgment was sustained by the Court of Appeal. It was declared by the Court that questions of fact are exclusively within the jurisdiction of the jury, and in the face of contradictory evidence the jurors could reasonably arrive at the conclusion that the machine was set in motion because it was defective. It could not be said that the jury were unable to bring in any other verdict except one in favour of the appellant. (*Quebec.—Parent v. Montreal Ammunition Company, Limited.*)

Damages awarded for accident to minor illegally employed

A boy of fifteen years obtained employment in a factory for the manufacture of metal stoppers for bottles, and was set to work at a dangerous machine, in consequence of which he met with an accident, injuring the index finger of his right hand. His father brought an action for damages against the employer under the law relating to industrial accidents. The action was opposed by the employer on the grounds that the accident was caused by the fault and disobedience of the boy, that the consequences of the accident were of little importance, and that the sum of $10 which the plaintiff had given the injured boy was sufficient to indemnify him. The evidence showed that the factory was a dangerous establishment as defined in article 3833 of the Revised Statutes of Quebec, which forbids the employment of workpeople under sixteen years of age in such factories. In view of these facts the Court found that the accident was due to the inexcusable fault of the defendant, and as, on account of it, the boy was prevented from working for four months, the damages were fixed at $150 with costs. (*Quebec.—Vanier v. Bouthillier.*)

In lumber camps verbal contract with physician sufficient as affecting employees

A boy employed in a lumber camp in Ontario left work on account of illness and returned home. There it was discovered that he had contracted typhoid fever in the camp. His father sued the lumber company for the recovery of money expended by him in connection with the illness, and was awarded $144 and costs in the District Court of the District of Nipissing. The plaintiff's action was based on the claim that the company had violated the regulations of the Provincial Board of Health in not having a written contract with a physician for the supplying of medical attention to the employees. The company appealed from this decision, and the case was heard in the appellate division of the Supreme Court of Ontario. It was alleged by the company that the boy had been dismissed for theft, but no evidence in proof of this charge was produced. It was further claimed by the company that the camp had been regularly visited and inspected by a duly qualified medical practitioner under a

verbal contract which was of the same tenor as a written contract made in the previous year. It was ruled by the Court that the regulations did not require a written contract, except for the purposes of the Board of Health, and that so far as the employees were concerned, a contract, whether verbal or written, met the requirements of the Board. The appeal was therefore allowed and the action dismissed. The company, however, was not allowed costs on account of the unsupported charge of theft that they brought against the boy. (*Ontario.—Unger v. Hettler Lumber Co.*)

Employer liable when accident due to urgent and not unreasonable act

A railway employee left his caboose and started for the yard office to get his orders before taking out his train. Another train attached to a switching engine obstructed his path. After waiting a couple of minutes for the engine to move, he climbed the ladder attached to a car and descended the other side. At the moment of alighting, the train began to move, causing him to fall and break his wrist. He brought action against the railway company under the Workmen's Compensation Act. Damages were awarded by the District Court Judge, who found that the accident arose out of the plaintiff's employment. The case was taken to the Saskatchewan Court of Appeal, which sustained the decision of the lower Court and dismissed the appeal with costs. It was pointed out that it was a matter of urgency for him to pass that train, and the alternatives of going around it or crossing over it might both be dangerous. While there was no evidence that the defendant company was aware of any custom of its employees crossing between cars attached to an engine, yet to the knowledge of the company its employees were in the habit of getting on and off moving trains, and the act of the plaintiff under the circumstances was not unreasonable. (*Saskatchewan.—Cameron v. Canadian Pacific Railway Company.*)

REVIEWS

UNITED KINGDOM.—Ministry of Reconstruction. Reconstruction Committee. Forestry Sub-Committee. Final Report. 1918. 105 pp.

Afforestation in the United Kingdom

A SUB-COMMITTEE of the Reconstruction Committee of Great Britain was appointed by the Prime Minister in July, 1916, "to consider and report upon the best means of conserving and developing the woodland and forestry resources of the United Kingdom, having regard to the experience gained during the war." The sub-committee recently issued its final report, which contains a number of important proposals with reference to the adoption of a scheme of afforestation. It was estimated that the total area under woodland in the United Kingdom before the war was three million acres, the annual yield from which was believed to have been forty-five million cubic feet, about one-third of what it should have been under correct management, and less than 8 per cent of the consumption. The area of land utilized for rough grazing, but capable of growing first-class coniferous timber, is not less than three and probably more than five million acres. In order to render the United Kingdom independent of imported timber for three years in an emergency, it is necessary to afforest 1,770,000 acres. Taking 80 years as the average rotation, it is advised that two-thirds of the whole should be planted in the first 40 years, but in the first 10 years the quota to be planted should be limited to 200,000 acres, of which 150,000 acres should be planted by the state, and 50,000 by public bodies and

private individuals assisted by grants, or by co-operation between them and the State.

The sub-committee propose that a limited area of arable land should be acquired with the forest sites, wherever possible, in order to provide small holdings for the forest workers, thus affording the means for settling discharged soldiers on the land under healthy conditions. It is estimated that the policy recommended will begin to provide pitwood from the fifteenth year onward, and that by the fortieth year the plantations made in the first 10 years alone will contain sufficient timber to keep the pits supplied, in emergency, for two years on the scale of present consumption. The cost for the first 10 years is estimated at £3,425,000, and during the first 40 years the sum of £15,000,000. After that the scheme should be self-supporting. The first essential to carrying out the scheme, in the view of the sub-committee, is a Forest Authority equipped with funds and powers to survey, purchase, lease and plant land and generally to administer the areas acquired, with compulsory powers to be exercised, when needed, after due enquiry and the award of fair compensation, and the centralization of the care of forestry in this body. In conclusion, it is pointed out that the United Kingdom derives more than half its imported timber from virgin forests in foreign countries, which are steadily being depleted, and that Canada contains the only large reserves within the Empire. The sub-committee state that unless arrangements can be made with the Dominion Government for the effectual conservation of these reserves, it is inevitable that provision should be made within the British Isles on a far larger scale than is proposed for purposes of defence.

UNITED STATES.—Twenty-sixth Annual Report of the Maryland State Board of Labour and Statistics, 1917. 241 pp.

Child labour in Maryland

A large portion of the Report of the Maryland State Board of Labour and Statistics for 1917 deals with the enforcement of the Child Labour law, which is said to be the most important of all the duties that the Labour Bureau is required to perform. Under the law of Maryland, children under 14 years of age are required to attend school regularly, and after that age, until they complete the required grade at school a minimum of 100 days a year is required, unless they are legally employed. The number of minors who applied for permits to work during 1917 was 21,751, as compared with 16,557 in the preceding year, the increase being attributed to the great rise in the cost of living, and to the depletion of family incomes through the enlistment of sons of military age during the last half of the year. A very successful step taken by the Labour Bureau was in the establishment of a child welfare station for the purpose of caring for children under 12 years of age whose mothers were employed in the canneries. The children were given a daily bath, breakfast, and a warm meal at noon. The total enrolment was 231, with an average daily attendance of about 135. It is stated that as a result of this new enterprise there was a more general observation of the child labour law in East Baltimore, the canners were able to secure larger packs by reason of additional help, and the employees whose children were being cared for must naturally have been more efficient, while the employers were relieved of the responsibility of having children in the factories during working hours, and the children themselves were made happy.

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